

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE | |
|----------------------------|-------------------------|
| Case 01-CA-299996 | Date Filed 7-25-2022 |

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

| | | |
|---|--|-------------------------------------|
| a. Name of Employer Starbucks Corporation | | b. Tel. No. 208-318-2212 |
| | | c. Cell No. |
| | | f. Fax. No. |
| d. Address (Street, city, state, and ZIP code) 2401 Utah Avenue South, Suite 800 Seattle, WA 98134 874 Commonwealth Ave, Brookline, MA 02446 | e. Employer Representative Howard Schultz, CEO (b) (6), (b) (7)(C) | g. e-mail hschultz@starbucks.com |
| | | h. Number of workers employed 30 |
| | | |
| i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee shop | j. Identify principal product or service Food and beverage | |

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (5) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

In the past six months, the above-named Employer, by its officers, agents, and representatives, has interfered with, restrained, and coerced employees in the exercise of their rights as guaranteed in Section 7 of the Act and engaged in conduct toward employees attempting to discourage union activity, by acts and conduct including the following, which began immediately after workers at the store voted to be represented by the Union:

Engaging in massive reduction of hours; threatening discipline; stricter enforcement of policies; imposing a new availability policy; failure to give notice or an opportunity to bargain to the Union over any of the above. The Union requests relief under Section 10(j) of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
Workers United

| | |
|--|---|
| 4a. Address (Street and number, city, state, and ZIP code) 22 South 22nd Street, Philadelphia, PA 19103 | 4b. Tel. No. 267-709-4037 |
| | 4c. Cell No. |
| | 4d. Fax No. |
| | 4e. e-mail richard.minter@workers-united.org |

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
Workers United, a/w SEIU

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

Ian Hayes, Attorney

(signature of representative or person making charge)

(Print/type name and title or office, if any)

Tel. No.
716-608-3427

Office, if any, Cell No.

Fax No.

e-mail
ihayes@hayesdolce.comHayes Dolce
Address 135 Delaware Ave., Ste. 502, Buffalo, NY 14202

Date 7-25-22

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE | |
|----------------------------|-------------------------|
| Case 01-CA-302321 | Date Filed 8/29/2022 |

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

| | |
|---|--|
| 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT | |
| a. Name of Employer Starbucks Corporation | b. Telephone No. 208-318-2212 |
| | c. Case No. |
| | f. Fax No. |
| d. Address (Street, city, state, and ZIP code) 2401 Utah Ave. South, Suite 800 Seattle, WA 98134 135 Tallcotville Rd., Vernon CT 06066 | e. Employer Representative Howard Schultz, CEO (b) (6), (b) (7)(C) |
| | g. e-mail hschultz@starbucks.com |
| | h. Number of workers employed 28 |
| i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee shop | j. Identify principal product or service Food and beverage |
| The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3); (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. | |
| 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) In (b) (6), (b) (7)(C) 2022, the above-named Employer disciplined (b) (6), (b) (7)(C) in response to union activity and to discourage union activity. In late (b) (6), (b) (7)(C) 2022, the above-named Employer terminated (b) (6), (b) (7)(C) in response to union activity and to discourage union activity. In addition, the Employer denied the employee (b) (6), (b) (7)(C) Weingarten rights during an investigatory conversation that led to (b) (6), (b) (7)(C) termination. The Employer did not give notice or an opportunity to bargain in violation of its obligations to bargain under the Act by failing to bargain over both the discipline and the termination of (b) (6), (b) (7)(C) | |
| 3. Full name of party filing charge (if labor organization, give full name, including local name and number) Workers United | |
| 4a. Address (Street and number, city, state, and ZIP code) 22 South 22nd Street Philadelphia, PA 19103 | 4b. Telephone No. (646) 448-6414 |
| | 4c. Case No. |
| | 4d. Fax No. (215) 575-9065 |
| | 4e. e-mail rminter@pjbwu.org |
| 5. Full name of national or international labor organization of which it is an affiliate or constituent (to be filled in when charge is filed by a labor organization) Workers United a/w SEIU | |
| 6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. /s/ Michael Dolce Michael Dolce, Attorney (signature of representative or person making charge) (Print/type name and title or office if any) | |
| Te. No. (716) 912-3480 | |
| Office, if any, Case No. | |
| Fax No. | |
| e-mail mdolce@hayesdolce.com | |
| 135 Delaware Ave., Ste. 502, Buffalo, NY 14202 August 29, 2022 Address Date | |

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

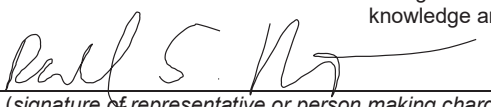
Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA) 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

| DO NOT WRITE IN THIS SPACE | |
|-----------------------------------|------------|
| Case | Date Filed |
| 02-CA-304431 | 9-30-22 |

| 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT | | | |
|--|--|--|--|
| a. Name of Employer Starbucks Corporation | | b. Tel. No. 206-318-2212 | |
| d. Address (<i>Street, city, state, and ZIP code</i>) 13-25 Astor Place New York, NY 10003 | | c. Cell No. | |
| | | e. Employer Representative (b) (6), (b) (7)(C) | |
| | | f. Fax No. | |
| g. e-mail (b) (6), (b) (7)(C)@starbucks.com | | h. Number of Workers Employed 29 | |
| | | i. Type of Establishment (<i>factory, mine, wholesaler, etc.</i>) Coffee shop | |
| j. Identify Principal Product or Service Food and beverage | | 1. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. | |
| 2. Basis of the Charge (<i>set forth a clear and concise statement of the facts constituting the alleged unfair labor practices</i>) See attachment. | | | |
| 3. Full name of party filing charge (<i>if labor organization, give full name, including local name and number</i>) Workers United | | | |
| 4a. Address (<i>Street and number, city, state, and ZIP code</i>) 305 Seventh Avenue, 7th Floor, New York, NY 10001 | | 4b. Tel. No. (212) 475-3131 | |
| | | 4c. Cell No. | |
| | | 4d. Fax No. | |
| | | 4e. e-mail jkelly@workersunitednynj.org | |
| 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (<i>to be filled in when charge is filed by a labor organization</i>) Workers United, a/w Service Employees International Union | | | |
| 6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.  (signature of representative or person making charge) | | Tel. No. 212-356-0237 | |
| Address: Cohen, Weiss and Simon LLP 900 Third Ave. Suite 2100 New York, NY, 10022 | | Office, if any, Cell No. 718-683-1857 | |
| | | Fax No. | |
| | | e-mail rpaster@cwsny.com | |
| Date: 9/30/2022 | | | |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

ATTACHMENT

Section 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

1. On or about (b) (6), (b) (7)(C), 2022, the above-named Employer failed and refused to bargain in good faith with the Union by discharging employee (b) (6), (b) (7)(C) without providing the Union notice or an opportunity to bargain over the decision to discipline (b) (6), (b) (7) or the extent of the discipline.
2. Since on or about (b) (6), (b) (7)(C) 2022, the above-named Employer has failed and refused to bargain with the Union at its request over the discipline issued to (b) (6), (b) (7)(C) and the extent and effects of the discipline.
3. Within the past six months, the above-named Employer has failed and refused to provide relevant information initially requested by the Union on (b) (6), (b) (7)(C) 2022 regarding the discipline and discharge of employee (b) (6), (b) (7)(C).

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

02-CA-304557

Date Filed

October 3, 2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

| | | |
|---|---|---|
| a. Name of Employer Starbucks Corporation | | b. Tel. No. (206) 318-2212 |
| | | c. Cell No. |
| | | f. Fax No. |
| d. Address (Street, city, state, and ZIP code) Specific Store Addresses listed in Attachment B | e. Employer Representative Howard Schultz, CEO | g. e-mail hschultz@starbucks.com |
| | | h. Number of workers employed Approx. 40 |
| i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop | j. Identify principal product or service Food and Beverage | |

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

See Attachments A and B.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Workers United

| | |
|--|---------------------------------|
| 4a. Address (Street and number, city, state, and ZIP code) Workers United 22 South 22 nd St Philadelphia, PA 19103 | 4b. Tel. No. (646) 448-6414 |
| | 4c. Cell No. |
| | 4d. Fax No. (215) 575-9065 |
| | 4e. e-mail rminter@pjbwu.org |

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Service Employees International Union

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.



(signature of representative or person making charge)

Marina Multhaup, Attorney

(Print/type name and title or office, if any)

Barnard Iglitzin & Lavitt LLP
18 West Mercer St., Ste. 400
Address Seattle, WA 98119

Date 10/03/2022

Tel. No.

(206) 257-6001

Office, if any, Cell No.

Fax No.

(206) 378-4132

e-mail

multhaup@workerlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

ATTACHMENT A

Within the past six months, on a nationwide basis, Starbucks Corporation (the “Employer”) has failed and refused to bargain with the Union at stores represented by Workers United, including but not limited to all stores listed in Attachment B, by 1) improperly delaying and/or not acknowledging demands to bargain sent by the Union; 2) not providing a single bargaining date to begin negotiations despite repeated requests 3) improperly delaying the furnishing of information; and/or 4) providing unlawfully limited information without a legitimate basis for objection.

The above unlawful behaviors have made it impossible to begin bargaining a contract at all of the stores listed in Attachment B.

The Union requests 10(j) relief in this charge.

ATTACHMENT B

1. Store #00825 located at 13-25 Astor Pl, New York, NY 10003
2. Store #47906 located at 61 9th Ave, New York, NY 10011

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER**DO NOT WRITE IN THIS SPACE**Case
03-CA-290555Date Filed
2/14/2022**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

| | | |
|--|--|--|
| a. Name of Employer Starbucks Corporation | | b. Tel. No. 208-318-2212 |
| | | c. Cell No. |
| | | f. Fax No. |
| d. Address (Street, city, state, and ZIP code) 2401 Utah Avenue South, Suite 800 Seattle, WA 98134 | e. Employer Representative Kevin Johnson, President and CEO | g. e-mail kevin.johnson@starbucks.com |
| (see attached for Buffalo-area location addresses) | (see attached for (b) (6), (b) (7)(C)) | h. Number of workers employed 500 |
| i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee shop | j. Identify principal product or service Food and beverage | |

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3); (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Since around February 2022, the Employer has been implementing a policy throughout the Buffalo area regarding an employee availability requirement, under which employees are facing termination, (1) in order to discourage Union activity and (2) at its union-represented Elmwood Ave and Genesee St locations, (i) without giving the Union notice or an opportunity to bargain and (ii) without obtaining the Union's consent, despite the parties not having reached overall agreement or impasse on a first contract.

The Union seeks injunctive relief under Section 10(j) of the Act to prevent irreparable destruction of employee rights resulting from Starbucks' unlawful conduct.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
Workers United

| | |
|--|--------------------------------------|
| 4a. Address (Street and number, city, state, and ZIP code) 2954 Main Street, Suite 556 Buffalo, NY 14214 | 4b. Tel. No. 585-473-3280 |
| | 4c. Cell No. |
| | 4d. Fax No. |
| | 4e. e-mail gobonadonnajr@nrlb.org |

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
Workers United, a/w SEIU**6. DECLARATION**

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

Ian Hayes, Attorney

(signature of representative or person making charge)

(Print/type name and title or office, if any)

Hayes Dolce

Address 471 Voorhees Ave, Buffalo, NY 14216

Date Feb 14, 2022

Tel. No.
716-608-3427

Office, if any, Cell No.

Fax No.

e-mail
ihayes@hayesdolce.com**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

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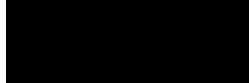
Attachment to Unfair Labor Practice charge

Section 1.d – Address

520 Lee Entrance, Amherst, NY 14228 (Store #7318)
1703 Niagara Falls Blvd, Amherst, NY 14226 (Store #07327)
8100 Transit Road Suite 100, Williamsville, NY 14221 (Store #07337)
5429 Main Street, Williamsville, NY 14221 (Store #07340)
933 Elmwood Avenue, Buffalo, NY 14222-1211 (Store #07381)
235 Delaware Avenue, Buffalo, NY 14202 (Store #07448)
3540 McKinley Parkway, Blasdell, NY 14219 (Store #07486)
4770 Transit Road, Depew, NY 14043 (Store #07665)
2730 Delaware Avenue, Buffalo, NY 14216 (Store #07799)
5395-5495 Sheridan Drive, Amherst, NY 14221 (Store #07938)
1775 Walden Ave. Ste 500, Cheektowaga, NY 14225 (Store #07949)
9660 Transit Road 101, East Amherst, NY 14051 (Store #10750)
6690 Niagara Falls Boulevard, 100, Niagara Falls, NY 14304 (Store #19901)
6703-6733 Transit Rd., Buffalo, NY 14221 (Store #22882)
4243 Genesee St., Cheektowaga, NY 14225 (Store #23917)
3220 Sheridan Drive, Amherst, NY 14226 (Store #47843)
3015 Niagara Falls Blvd., Amherst, NY 14228 (Store #50060)
5120 Camp Road, Hamburg, NY 14075-2704 (Store #59087)
3235 Southwestern Blvd, Orchard Park, NY 14127 (Store #63771)

Section 1.e – Employer Representative

(b) (6), (b) (7)(C)



(b) (6), (b) (7)(C)@starbucks.com

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE | |
|----------------------------|------------|
| Case | Date Filed |
| 03-CA-293362 | 04/012022 |

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

| | | |
|--|---|-------------------------------------|
| a. Name of Employer Starbucks Corporation | | b. Tel. No. 208-318-2212 |
| | | c. Cell No. |
| | | f. Fax No. |
| d. Address (Street, city, state, and ZIP code) 2401 Utah Avenue South, Suite 800 Seattle, WA 98134 4770 Transit Road, Depew, NY 14043 | e. Employer Representative Howard Schultz, CEO (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)@starbucks.com | g. e-mail hschultz@starbucks.com |
| | | h. Number of workers employed 30 |
| i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee shop | j. Identify principal product or service Food and beverage | |

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)
See attached

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
Workers United

| | |
|--|-------------------------------------|
| 4a. Address (Street and number, city, state, and ZIP code) 2954 Main Street, Suite 556 Buffalo, NY 14214 | 4b. Tel. No. 585-473-3280 |
| | 4c. Cell No. |
| | 4d. Fax No. |
| | 4e. e-mail gbonadonnajr@nrlb.org |

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
Workers United, a/w SEIU

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

Ian Hayes, Attorney

(signature of representative or person making charge)

(Print/type name and title or office, if any)

Hayes Dolce

Address 471 Voorhees Ave., Buffalo, NY 14216

Date Apr 1, 2022

Tel. No.
716-608-3427

Office, if any, Cell No.

Fax No.

e-mail
ihayes@hayesdolce.com**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

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Attachment to Charge Against Employer

Section 2- Basis of the Charge:

In the past six months, the above-named Employer, by its officers, agents, and representatives, has interfered with, restrained, and coerced employees in the exercise of their rights as guaranteed in Section 7 of the Act and engaged in conduct toward employees attempting to discourage union activity, by acts and conduct including the following:

On or about (b) (6), (b) (7)(C), 2022, by terminating union supporter (b) (6), (b) (7)(C); and

On or about (b) (6), (b) (7)(C), 2022, by terminating union supporter (b) (6), (b) (7)(C).

The Union was certified by the NLRB as the bargaining representative of employees on March 17, 2022, following a ballot count on March 9, 2022. Despite this, the Employer did not give notice or an opportunity to bargain over the discipline of (b) (6), (b) (7)(C) or (b) (6), (b) (7)(C), in violation of its obligations to bargain under the Act.

The Union seeks expedited injunctive relief under Section 10(j) of the Act to prevent irreparable destruction of employee rights by Starbucks' illegal activity, which is increasing in aggression and severity daily.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER**DO NOT WRITE IN THIS SPACE**Case
03-CA-295470Date Filed
5/10/2022**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

| | | |
|--|---|-------------------------------------|
| a. Name of Employer Starbucks Corporation | | b. Telephone No. 208-318-2212 |
| | | c. Case No. |
| | | f. Fax No. |
| d. Address (Street, city, state, and ZIP code) 2401 Utah Avenue South, Suite 800 Seattle, WA 98134 402 College Ave, Ste 402, Ithaca, NY 14850 | e. Employer Representative Howard Schultz, CEO (See attached for District Managers) | g. e-mail hschultz@starbucks.com |
| | | h. Number of workers employed 30 |
| i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop | j. Identify principal product or service Food and beverage | |

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3); (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

See Attached

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Workers United

| | |
|--|-------------------------------------|
| 4a. Address (Street and number, city, state, and ZIP code) 2954 Main Street, Suite 556 Buffalo, NY 14214 | 4b. Telephone No. 585-473-3280 |
| | 4c. Case No. |
| | 4d. Fax No. |
| | 4e. e-mail gbonadonnajr@rrjb.org |

5. Full name of national or international labor organization of which it is an affiliate or constituent (to be filled in when charge is filed by a labor organization)

Workers United, a/w SEIU

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

/s/ Michael Dolce

Michael Dolce, Attorney

(signature of representative or person making charge)

(Print/type name and title or office if any)

Hayes Dolce, 471 Voorhees Ave, Buffalo, NY 14216

May 9, 2022

Address

Date

Telephone No.
716-912-3480

Office, if any, Case No.

Fax No.

e-mail
mdolce@hayesdolce.com**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA) 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Attachment to Charge Against Employer

Section 1.e - Employer Representatives

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) [@starbucks.com](mailto: @starbucks.com)

Section 2 – Basis of Charge

The above-named Employer, by its officers, agents and representatives, has interfered with, restrained, and coerced employees in the exercise of their rights as guaranteed in Section 7 of the Act, by acts and conduct including the following:

- Since about November 2021 and continuing to present, by engaging in surveillance of employees and creating the impression of surveillance by stationing multiple “support managers” at the College Ave. store;
- Since about November 2021 and continuing to present, creating the impression of surveillance and engaging in surveillance by scheduling managers at the College Ave. store during additional operating hours;
- Since about November 2021 and continuing to present, by creating the impression of surveillance and intimidating employees by having high-ranking corporate officials repeatedly visit the College Ave. store;
- Since about November 2021 and continuing to present, by installing security cameras in the College Ave. store to surveil and otherwise intimidate employees in response to organizing activity;
- Since about November 2021 and continuing to present, by interrogating and otherwise intimidating Union supporters at the College Ave. store;
- Since about November 2021 and continuing to April 2022, by holding mandatory or effectively mandatory captive audience meetings;
- Since about November 2021 and continuing to April 2022, by threatening employees with the loss of benefits if they chose to unionize;
- On February 6, 2022, by threatening an employee with the loss of benefits if they chose to unionize;
- On March 9, 2022, by threatening an employee with the loss of benefits if they chose to unionize;
- On March 21, 2022, by threatening employees with discipline, including suspensions and write-ups, in response to union activity;
- Since about November 2021 and continuing to April 2022, by soliciting employee grievances in response to organizing activity;
- Since about November 2021 and continuing to April 2022, by promising employees benefits in response to organizing activity and employee grievances;
- In about November 2021, by promising employees more hours in response to organizing activity and employee grievances;
- On February 23, 2022, by promising employees free parking outside the store on College Ave. in response to organizing activity and employee grievances;

- On March 24, 2022, by promising employees a remodel of the store in response to organizing activity and employee grievances;
- Since about November 2021 and continuing to April 2022, by granting benefits in response to organizing activity and employee grievances;
- In January 2022, by improving equipment and facilities at the College Ave. store in response to organizing activity and employee grievances;
- In about January 2022 and continuing to March 2022, remodeling the store to remedy employees' grievances regarding store conditions;
- On January 30, 2022, by allowing employees to enforce the mask mandate and remove noncompliant customers from the store, thereby granting a benefit in response to organizing activity and employee grievances;
- In about March 2022, by no longer allowing shift supervisors to close the store's café, and shut down mobile ordering upon request;
- In about February 2022 and continuing to present, by changing where and how trainees at the College Ave. store are trained, resulting in loss of income and changed working conditions for employees at the store;
- On March 21, 2022, by changing its back-of-house drink policy in response to union activity;
- On February 24, 2022, by no longer allowing shift supervisors to cover barista shifts and by altering shift supervisors' playcalling responsibilities;
- In about February 2022 and continuing to present, by discriminatorily enforcing its dress code policy against union supporters;
- In about March 2022 and continuing to present, by enforcing a new "limited availability" policy in response to union activity;
- In about (b) (6), (b) (7)(C) 2022 and continuing to present, by cutting the hours of employees in response to union activity;
- In about (b) (6), (b) (7)(C) 2022 and continuing to present, by reducing staff scheduled to work;
- In about (b) (6), (b) (7)(C) 2022 and continuing to April 2022, by recruiting and hiring new employees while cutting existing employees' hours in response to union activity;
- In about (b) (6), (b) (7)(C) 2022 and continuing to (b) (6), (b) (7)(C) 2022, by transferring in employees to the College Ave. store from other stores in response to union activity;
- In about March 2022 and continuing to April 2022, by discriminatorily enforcing its "pin" policy to exclude union paraphernalia;
- Since about January 2022 and continuing to April 2022, by removing union posters and paraphernalia from break areas and the community board in response to organizing activity;

The above-named Employer has engaged in conduct toward employees attempting to discourage union activity, including the following:

- In about (b) (6), (b) (7)(C) 2021, for disciplining an employee in response to union activity and to discourage union activity;
- In about (b) (6), (b) (7)(C) 2022 and continuing to (b) (6), (b) (7)(C) 2022, for not accommodating the time-off requests of six employees in response to union activity and to discourage union activity;
- In about March 2022 and continuing to present, for threatening employees with discharge for taking time-off in response to union activity and to discourage union activity;

- On (b) (6), (b) (7)(C) 2022, by disciplining and issuing a Final Written Warning to an employee after not granting previously accommodated time-off requests;
- In about (b) (6), (b) (7)(C) 2022, by constructively discharging an employee after they were not granted previously accommodated time-off requests;
- On (b) (6), (b) (7)(C) 2022, by disciplining and issuing a Written Warning to an employee for violations of previously unenforced rules in response to union activity and to discourage union activity;
- In about (b) (6), (b) (7)(C) 2022, by constructively discharging an employee after refusing to accommodate previously granted accommodations;
- In about (b) (6), (b) (7)(C) 2022 and continuing to present, by denying the previously permitted and/or approved transfers to other stores in response to union activity and to discourage union activity;
- In about (b) (6), (b) (7)(C) 2022 and continuing to present, for not accommodating the time-off requests of employees in response to union activity and to discourage union activity;
- In about (b) (6), (b) (7)(C) 2022 and continuing to present, for threatening employees with discharge for taking time-off in response to union activity and to discourage union activity;
- Since about (b) (6), (b) (7)(C) 2022 and continuing to present, union supporters have had their hours cut in response to their union activity and to discourage union activity;
- Since about March 2022 and continuing to present, by attempting to force employees to take LOAs because of their union activity and to discourage union activity;
- Since about (b) (6), (b) (7)(C) 2022 and continuing to present, by reducing the shifts available to shift supervisors and altering their job responsibilities in response to union activity and to discourage union activity;
- Since about March 2022 and continuing to present, by refusing to permit union supporters to train new employees;
- In about (b) (6), (b) (7)(C) 2022, by not signing an employee's LOA request in response to union activity and to discourage union activity;
- In about February 2022 and continuing to present, by discriminatorily enforcing its dress code policy against employees because of their union activity and to discourage union activity.

The NLRB certified the Union as the bargaining representative of employees on April 18, 2022, following a ballot count on April 8, 2022. Despite this, the Employer did not give notice or an opportunity to bargain over the disciplines or changes in scheduling of employees, in violation of its obligations to bargain under the Act.

The Union seeks injunctive relief under Section 10(j) of the Act to prevent irreparable destruction of employee rights resulting from Starbucks' unlawful conduct.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
AMENDED CHARGE AGAINST EMPLOYER**DO NOT WRITE IN THIS SPACE**Case
3-CA-295470Date Filed
June 6, 2022**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

| | | |
|---|---|-------------------------------------|
| a. Name of Employer Starbucks Corporation | | b. Telephone No. 208-318-2212 |
| | | c. Case No. |
| | | f. Fax No. |
| d. Address (Street, city, state, and ZIP code) 2401 Utah Avenue South, Suite 800 Seattle, WA 98134 722 S. Meadow St., Ithaca, NY 14850 | e. Employer Representative Howard Schultz, CEO (See attached for District Managers) | g. e-mail hschultz@starbucks.com |
| | | h. Number of workers employed 30 |
| i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop | j. Identify principal product or service Food and beverage | |

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3); (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

See Attached

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Workers United

| | |
|--|-------------------------------------|
| 4a. Address (Street and number, city, state, and ZIP code) 2954 Main Street, Suite 556 Buffalo, NY 14214 | 4b. Telephone No. 585-473-3280 |
| | 4c. Case No. |
| | 4d. Fax No. |
| | 4e. e-mail gbonadonnajr@rrjb.org |

5. Full name of national or international labor organization of which it is an affiliate or constituent (to be filled in when charge is filed by a labor organization)

Workers United, a/w SEIU

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

/s/ Michael Dolce

Michael Dolce, Attorney

(signature of representative or person making charge)

(Print/type name and title or office if any)

Hayes Dolce, 471 Voorhees Ave, Buffalo, NY 14216

Address

Date

~~May 9, 2022~~
June 3, 2022Telephone No.
716-912-3480

Office, if any, Case No.

Fax No.

e-mail
mdolce@hayesdolce.com**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA) 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Attachment to Charge Against Employer

Section 1.e - Employer Representatives

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) [@starbucks.com](mailto:(b) (6), (b) (7)(C)@starbucks.com)

Section 2 – Basis of Charge

The above-named Employer, by its officers, agents and representatives, has interfered with, restrained, and coerced employees in the exercise of their rights as guaranteed in Section 7 of the Act, by acts and conduct including the following:

- Since about January 2022 and continuing to present, by engaging in surveillance of employees and creating the impression of surveillance by stationing multiple “support managers” at the Meadows store;
- Since about January 2022 and continuing to present, creating the impression of surveillance and engaging in surveillance by scheduling managers at the Meadows store during additional operating hours;
- Since about January 2022 and continuing to present, by creating the impression of surveillance and intimidating employees by having high-ranking corporate officials repeatedly visit the Meadows store;
- Since about January 2022 and continuing to present, by interrogating and otherwise intimidating Union supporters at the Meadows store;
- Since about January 2022 and continuing to April 2022, by threatening employees with the loss of benefits if they chose to unionize;
- Since about January 2022 and continuing to April 2022, by soliciting employee grievances in response to organizing activity;
- In about January 2022, by shutting down and temporarily closing the Meadows store in response to organizing activity;
- In about February 2022 and continuing to present, by discriminatorily enforcing its dress code policy against union supporters;
- In about (b) (6), (b) (7)(C) 2022 and continuing to present, by cutting the hours of employees in response to union activity;
- In about (b) (6), (b) (7)(C) 2022 and continuing to present, by reducing staff scheduled to work;
- In about (b) (6), (b) (7)(C) 2022 and continuing to present, by recruiting and hiring new employees while cutting existing employees’ hours in response to union activity;
- In about March 2022 and continuing to April 2022, by discriminatorily enforcing its “pin” policy to exclude union paraphernalia;

The above-named Employer has engaged in conduct toward employees attempting to discourage union activity, including the following:

- On (b) (6), (b) (7)(C) 2022, for disciplining an employee in response to union activity and to discourage union activity;

- In about (b) (6), (b) (7)(C) 2022 and continuing to present, for cutting the hours of employees in response to union activity and to discourage union activity;
- In about (b) (6), (b) (7)(C) 2022 and continuing to present, for disciplining employees in response to union activity and to discourage union activity;
- In about (b) (6), (b) (7)(C) 2022, for disciplining an employee for protected concerted activity in response to union activity and to discourage union activity;
- In about (b) (6), (b) (7)(C) 2022, for not granting an employee's previously accommodated time-off requests in response to union activity and to discourage union activity.

The NLRB certified the Union as the bargaining representative of employees on April 18, 2022, following a ballot count on April 8, 2022. Despite this, the Employer did not give notice or an opportunity to bargain over the disciplines or changes in scheduling of employees, in violation of its obligations to bargain under the Act.

The Union seeks injunctive relief under Section 10(j) of the Act to prevent irreparable destruction of employee rights resulting from Starbucks' unlawful conduct.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE | |
|----------------------------|-------------------------|
| Case 03-CA-295474 | Date Filed 5/10/2022 |

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

| | | | |
|---|--|---|--|
| 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT | | | |
| a. Name of Employer Starbucks Corporation | | b. Telephone No. 208-318-2212 | |
| | | c. Case No. | |
| | | f. Fax No. | |
| d. Address (Street, city, state, and ZIP code) 2401 Utah Avenue South, Suite 800 Seattle, WA 98134 722 S. Meadow St., Ithaca, NY 14850 | | e. Employer Representative Howard Schultz, CEO (See attached for District Managers) | |
| | | g. e-mail hschultz@starbucks.com | |
| | | h. Number of workers employed 30 | |
| i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop | | j. Identify principal product or service Food and beverage | |
| The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3); (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. | | | |
| 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) See Attached | | | |
| 3. Full name of party filing charge (if labor organization, give full name, including local name and number) Workers United | | | |
| 4a. Address (Street and number, city, state, and ZIP code) 2954 Main Street, Suite 556 Buffalo, NY 14214 | | 4b. Telephone No. 585-473-3280 | |
| | | 4c. Case No. | |
| | | 4d. Fax No. | |
| | | 4e. e-mail gbonadonnajr@rrjb.org | |
| 5. Full name of national or international labor organization of which it is an affiliate or constituent (to be filled in when charge is filed by a labor organization) Workers United, a/w SEIU | | | |
| 6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. /s/ Michael Dolce Michael Dolce, Attorney _____ (signature of representative or person making charge) (Print/type name and title or office if any) | | Telephone No. 716-912-3480 | |
| | | Office, if any, Case No. | |
| | | Fax No. | |
| Hayes Dolce, 471 Voorhees Ave, Buffalo, NY 14216 Address _____ | | May 9, 2022 Date _____ | |
| | | e-mail mdolce@hayesdolce.com | |

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

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Attachment to Charge Against Employer

Section 1.e - Employer Representatives

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) [@starbucks.com](mailto: @starbucks.com)

Section 2 – Basis of Charge

The above-named Employer, by its officers, agents and representatives, has interfered with, restrained, and coerced employees in the exercise of their rights as guaranteed in Section 7 of the Act, by acts and conduct including the following:

- Since about January 2022 and continuing to present, by engaging in surveillance of employees and creating the impression of surveillance by stationing multiple “support managers” at the Meadows store;
- Since about January 2022 and continuing to present, creating the impression of surveillance and engaging in surveillance by scheduling managers at the Meadows store during additional operating hours;
- Since about January 2022 and continuing to present, by creating the impression of surveillance and intimidating employees by having high-ranking corporate officials repeatedly visit the Meadows store;
- Since about January 2022 and continuing to present, by installing security cameras in the Meadows store to surveil and otherwise intimidate employees in response to organizing activity;
- Since about January 2022 and continuing to present, by interrogating and otherwise intimidating Union supporters at the Meadows store;
- Since about January 2022 and continuing to April 2022, by holding mandatory or effectively mandatory captive audience meetings;
- Since about January 2022 and continuing to April 2022, by threatening employees with the loss of benefits if they chose to unionize;
- Since about January 2022 and continuing to April 2022, by soliciting employee grievances in response to organizing activity;
- Since about January 2022 and continuing to April 2022, by promising employees benefits in response to organizing activity and employee grievances;
- Since about January 2022 and continuing to April 2022, by granting benefits in response to organizing activity and employee grievances;
- In about January 2022, by shutting down and temporarily closing the Meadows store in response to organizing activity;
- In January 2022, by improving equipment and facilities at the Meadows store in response to organizing activity and employee grievances;
- In about January 2022 and continuing to present, by changing where and how trainees at the Meadows store are trained, resulting in loss of income and changed working conditions for employees at the store;

- In about February 2022 and continuing to present, by discriminatorily enforcing its dress code policy against union supporters;
- In about (b) (6), (b) (7)(C) 2022 and continuing to present, by enforcing a new “limited availability” policy in response to union activity;
- In about (b) (6), (b) (7)(C) 2022 and continuing to present, by cutting the hours of employees in response to union activity;
- In about (b) (6), (b) (7)(C) 2022 and continuing to present, by reducing staff scheduled to work;
- In about (b) (6), (b) (7)(C) 2022 and continuing to present, by recruiting and hiring new employees while cutting existing employees’ hours in response to union activity;
- In about (b) (6), (b) (7)(C) 2022 and continuing to (b) (6), (b) (7)(C) 2022, by transferring in employees to the Meadows store from other stores in response to union activity;
- In about March 2022 and continuing to April 2022, by discriminatorily enforcing its “pin” policy to exclude union paraphernalia;
- Since about January 2022 and continuing to April 2022, by removing union posters and paraphernalia from break areas and the community board in response to organizing activity.

The above-named Employer has engaged in conduct toward employees attempting to discourage union activity, including the following:

- On January 31, 2022, by threatening an employee in response to union activity and to discourage union activity;
- On (b) (6), (b) (7)(C), 2022, for disciplining an employee in response to union activity and to discourage union activity;
- In about (b) (6), (b) (7)(C) 2022 and continuing to present, for cutting the hours of employees in response to union activity and to discourage union activity;
- In about (b) (6), (b) (7)(C) 2022 and continuing to present, for disciplining employees in response to union activity and to discourage union activity;
- In about (b) (6), (b) (7)(C) 2022 and continuing to present, for constructively discharging employees due to hour cuts and discriminatory enforcement of company policies;
- On (b) (6), (b) (7)(C), 2022, by not granting a previously granted accommodation to an employee in response to union activity and to discourage union activity;
- On (b) (6), (b) (7)(C), 2022, by refusing to let a partner work their shift and ordering (b) (6), (b) (7)(C) to leave the facility in response to union activity and to discourage union activity;
- On (b) (6), (b) (7)(C), 2022, by threatening to call the police on an employee in response to union activity and to discourage union activity;
- In about (b) (6), (b) (7)(C) 2022 and continuing to (b) (6), (b) (7)(C) 2022, for suspending an employee in response to union activity and to discourage union activity;
- In about (b) (6), (b) (7)(C) 2022, for disciplining an employee for protected concerted activity in response to union activity and to discourage union activity;
- In about (b) (6), (b) (7)(C) 2022, for not granting an employee’s previously accommodated time-off requests in response to union activity and to discourage union activity.

The NLRB certified the Union as the bargaining representative of employees on April 18, 2022, following a ballot count on April 8, 2022. Despite this, the Employer did not give notice or an

opportunity to bargain over the disciplines or changes in scheduling of employees, in violation of its obligations to bargain under the Act.

The Union seeks injunctive relief under Section 10(j) of the Act to prevent irreparable destruction of employee rights resulting from Starbucks' unlawful conduct.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
AMENDED CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
3-CA-295474Date Filed
6/6/2022**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

| | | |
|---|---|-------------------------------------|
| a. Name of Employer Starbucks Corporation | | b. Telephone No. 208-318-2212 |
| | | c. Case No. |
| | | f. Fax No. |
| d. Address (Street, city, state, and ZIP code) 2401 Utah Avenue South, Suite 800 Seattle, WA 98134 722 S. Meadow St., Ithaca, NY 14850 | e. Employer Representative Howard Schultz, CEO (See attached for District Managers) | g. e-mail hschultz@starbucks.com |
| | | h. Number of workers employed 30 |
| i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop | j. Identify principal product or service Food and beverage | |

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3); (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

See Attached

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Workers United

| | |
|--|-------------------------------------|
| 4a. Address (Street and number, city, state, and ZIP code) 2954 Main Street, Suite 556 Buffalo, NY 14214 | 4b. Telephone No. 585-473-3280 |
| | 4c. Case No. |
| | 4d. Fax No. |
| | 4e. e-mail gbonadonnajr@rrjb.org |

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Workers United, a/w SEIU

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

/s/ Michael Dolce

Michael Dolce, Attorney

(signature of representative or person making charge)

(Print/type name and title or office if any)

Hayes Dolce, 471 Voorhees Ave, Buffalo, NY 14216

Address

Date

~~May 9, 2022~~
June 3, 2022Telephone No.
716-912-3480

Office, if any, Case No.

Fax No.

e-mail
mdolce@hayesdolce.com**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA) 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Attachment to Charge Against Employer

Section 1.e - Employer Representatives

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) [@starbucks.com](mailto:(b) (6), (b) (7)(C)@starbucks.com)

Section 2 – Basis of Charge

The above-named Employer, by its officers, agents and representatives, has interfered with, restrained, and coerced employees in the exercise of their rights as guaranteed in Section 7 of the Act, by acts and conduct including the following:

- Since about January 2022 and continuing to present, by engaging in surveillance of employees and creating the impression of surveillance by stationing multiple “support managers” at the Meadows store;
- Since about January 2022 and continuing to present, creating the impression of surveillance and engaging in surveillance by scheduling managers at the Meadows store during additional operating hours;
- Since about January 2022 and continuing to present, by creating the impression of surveillance and intimidating employees by having high-ranking corporate officials repeatedly visit the Meadows store;
- Since about January 2022 and continuing to present, by interrogating and otherwise intimidating Union supporters at the Meadows store;
- Since about January 2022 and continuing to April 2022, by threatening employees with the loss of benefits if they chose to unionize;
- Since about January 2022 and continuing to April 2022, by soliciting employee grievances in response to organizing activity;
- In about January 2022, by shutting down and temporarily closing the Meadows store in response to organizing activity;
- In about February 2022 and continuing to present, by discriminatorily enforcing its dress code policy against union supporters;
- In about (b) (6), (b) (7)(C) 2022 and continuing to present, by cutting the hours of employees in response to union activity;
- In about (b) (6), (b) (7)(C) 2022 and continuing to present, by reducing staff scheduled to work;
- In about (b) (6), (b) (7)(C) 2022 and continuing to present, by recruiting and hiring new employees while cutting existing employees’ hours in response to union activity;
- In about March 2022 and continuing to April 2022, by discriminatorily enforcing its “pin” policy to exclude union paraphernalia;

The above-named Employer has engaged in conduct toward employees attempting to discourage union activity, including the following:

- On (b) (6), (b) (7)(C) 2022, for disciplining an employee in response to union activity and to discourage union activity;

- In about (b) (6), (b) (7)(C) 2022 and continuing to present, for cutting the hours of employees in response to union activity and to discourage union activity;
- In about (b) (6), (b) (7)(C) 2022 and continuing to present, for disciplining employees in response to union activity and to discourage union activity;
- In about (b) (6), (b) (7)(C) 2022, for disciplining an employee for protected concerted activity in response to union activity and to discourage union activity;
- In about (b) (6), (b) (7)(C) 2022, for not granting an employee's previously accommodated time-off requests in response to union activity and to discourage union activity.

The NLRB certified the Union as the bargaining representative of employees on April 18, 2022, following a ballot count on April 8, 2022. Despite this, the Employer did not give notice or an opportunity to bargain over the disciplines or changes in scheduling of employees, in violation of its obligations to bargain under the Act.

The Union seeks injunctive relief under Section 10(j) of the Act to prevent irreparable destruction of employee rights resulting from Starbucks' unlawful conduct.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER**DO NOT WRITE IN THIS SPACE**Case
3-CA-295541Date Filed
5/10/2022**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

| | | |
|---|---|-------------------------------------|
| a. Name of Employer Starbucks Corporation | | b. Tel. No. 208-318-2212 |
| | | c. Cell No. |
| | | f. Fax No. |
| d. Address (Street, city, state, and ZIP code) 2401 Utah Avenue South, Suite 800 Seattle, WA 98134 4243 Genesee St., Cheektowaga, NY 14225 | e. Employer Representative Howard Schultz, CEO (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)@starbucks.com | g. e-mail hschultz@starbucks.com |
| | | h. Number of workers employed 30 |
| i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee shop | j. Identify principal product or service Food and beverage | |

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

In the past six months, the above-named Employer, by its officers, agents, and representatives, has interfered with, restrained, and coerced employees in the exercise of their rights as guaranteed in Section 7 of the Act, by acts and conduct including the following:

Starting in or around May 2022 and continuing, Starbucks has refused to engage in bargaining with the Union using a virtual meeting platform, despite proposing and agreeing to "ground rules" that required mutual agreement to meet in person, and has failed to bargain over any changes it wishes to propose to those "ground rules."

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
Workers United

| | |
|--|-----------------------------------|
| 4a. Address (Street and number, city, state, and ZIP code) 2954 Main Street, Suite 556 Buffalo, NY 14214 | 4b. Tel. No. 585-473-3280 |
| | 4c. Cell No. |
| | 4d. Fax No. |
| | 4e. e-mail gbonadonna@rjrb.org |

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
Workers United, a/w SEIU**6. DECLARATION**

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

Ian Hayes, Attorney

(signature of representative or person making charge)

(Print/type name and title or office, if any)

Tel. No.
716-608-3427

Office, if any, Cell No.

Fax No.

e-mail
ihayes@hayesdolce.com

Hayes Dolce

Address 471 Voorhees Ave., Buffalo, NY 14216

Date May 10, 2022

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER**DO NOT WRITE IN THIS SPACE**Case
3-CA-295542Date Filed
5/10/2022**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

| | | |
|--|--|-------------------------------------|
| a. Name of Employer Starbucks Corporation | | b. Tel. No. 208-318-2212 |
| | | c. Cell No. |
| | | f. Fax No. |
| d. Address (Street, city, state, and ZIP code) 2401 Utah Avenue South, Suite 800 Seattle, WA 98134 | e. Employer Representative Howard Schultz, CEO (b) (6), (b) (7)(C) | g. e-mail hschultz@starbucks.com |
| 933 Elmwood Avenue, Buffalo, NY 14222-1211 | (b) (6), (b) (7)(C)@starbucks.com | h. Number of workers employed 30 |
| i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee shop | j. Identify principal product or service Food and beverage | |

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

In the past six months, the above-named Employer, by its officers, agents, and representatives, has interfered with, restrained, and coerced employees in the exercise of their rights as guaranteed in Section 7 of the Act, by acts and conduct including the following:

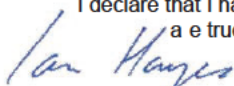
Starting in or around May 2022 and continuing, Starbucks has refused to engage in bargaining with the Union using a virtual meeting platform, despite proposing and agreeing to "ground rules" that required mutual agreement to meet in person, and has failed to bargain over any changes it wishes to propose to those "ground rules."

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
Workers United

| | |
|--|-----------------------------------|
| 4a. Address (Street and number, city, state, and ZIP code) 2954 Main Street, Suite 556 Buffalo, NY 14214 | 4b. Tel. No. 585-473-3280 |
| | 4c. Cell No. |
| | 4d. Fax No. |
| | 4e. e-mail gbonadonna@rjrb.org |

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
Workers United, a/w SEIU**6. DECLARATION**

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.



Ian Hayes, Attorney

(signature of representative or person making charge)

(Print/type name and title or office, if any)

Tel. No.
716-608-3427

Office, if any, Cell No.

Fax No.

e-mail
ihayes@hayesdolce.comHayes Dolce
Address 471 Voorhees Ave., Buffalo, NY 14216

Date May 10, 2022

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE | |
|----------------------------|--------------------------------|
| Case 3-CA-295545 | Date Filed 5/11/2022 |

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

| | | |
|---|---|-------------------------------------|
| a. Name of Employer Starbucks Corporation | | b. Telephone No. 208-318-2212 |
| | | c. Case No. |
| | | f. Fax No. |
| d. Address (Street, city, state, and ZIP code) 2401 Utah Avenue South, Suite 800 Seattle, WA 98134 130 E. Seneca St., Ithaca, NY 14850 | e. Employer Representative Howard Schultz, CEO (See attached for District Managers) | g. e-mail hschultz@starbucks.com |
| h. Number of workers employed 20 | | |
| i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop | j. Identify principal product or service Food and beverage | |

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3); (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

See Attached

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Workers United

4a. Address (Street and number, city, state, and ZIP code)

2954 Main Street, Suite 556
Buffalo, NY 14214

| | |
|--|-------------------------------------|
| 4a. Address (Street and number, city, state, and ZIP code) 2954 Main Street, Suite 556 Buffalo, NY 14214 | 4b. Telephone No. 585-473-3280 |
| | 4c. Case No. |
| | 4d. Fax No. |
| | 4e. e-mail gbonadonnajr@rrjb.org |

5. Full name of national or international labor organization of which it is an affiliate or constituent (to be filled in when charge is filed by a labor organization)

Workers United, a/w SEIU

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

/s/ Michael Dolce

Michael Dolce, Attorney

(signature of representative or person making charge)

(Print/type name and title or office if any)

Hayes Dolce, 471 Voorhees Ave, Buffalo, NY 14216

May 10, 2022

Address

Date

Telephone No.
716-912-3480

Office, if any, Case No.

Fax No.

e-mail
mdolce@hayesdolce.com**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA) 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Attachment to Charge Against Employer

Section 1.e - Employer Representatives

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) [\[REDACTED\]@starbucks.com](mailto:[REDACTED]@starbucks.com)

Section 2 – Basis of Charge

The above-named Employer, by its officers, agents and representatives, has interfered with, restrained, and coerced employees in the exercise of their rights as guaranteed in Section 7 of the Act, by acts and conduct including the following:

- Since about November 2022 and continuing to present, by engaging in surveillance of employees and creating the impression of surveillance by stationing multiple “support managers” at the Meadows store;
- Since about November 2022 and continuing to present, creating the impression of surveillance and engaging in surveillance by scheduling managers at the Meadows store during additional operating hours;
- Since about November 2022 and continuing to present, by creating the impression of surveillance and intimidating employees by having high-ranking corporate officials repeatedly visit the Meadows store;
- Since about November 2022 and continuing to present, by interrogating and otherwise intimidating Union supporters at the Meadows store;
- Since about March 2022 and continuing to April 2022, by holding mandatory or effectively mandatory captive audience meetings;
- Since about January 2022 and continuing to April 2022, by threatening employees with the loss of benefits if they chose to unionize;
- Since about November 2022 and continuing to April 2022, by soliciting employee grievances in response to organizing activity;
- Since about November 2022 and continuing to April 2022, by promising employees benefits in response to organizing activity and employee grievances;
- In about November 2022, by promising employees free parking outside the store in response to organizing activity and employee grievances;
- Since about November 2022 and continuing to April 2022, by granting benefits in response to organizing activity and employee grievances;
- In about November 2022 and continuing to present, by shutting down and temporarily closing the Commons store in response to organizing activity;
- In about December 2022, by improving equipment and facilities at the Commons store in response to organizing activity and employee grievances;
- In about November 2022 and continuing to present, by changing where and how trainees in the Ithaca area are trained;
- In about (b) (6), (b) (7)(C) by altering shift supervisors’ playcalling responsibilities;
- In about February 2022 and continuing to present, by discriminatorily enforcing its dress code policy against union supporters;

- In about (b) (6), (b) (7)(C) 2022 and continuing to present, by cutting the hours of employees in response to union activity;
- In about (b) (6), (b) (7)(C) 2022 and continuing to present, by reducing staff scheduled to work;
- In about (b) (6), (b) (7)(C) 2022 and continuing to present, by recruiting and hiring new employees while cutting existing employees' hours in response to union activity;
- In about March 2022 and continuing to present, by discriminatorily enforcing its "pin" policy to exclude union paraphernalia;
- Since about January 2022 and continuing to present, by removing union posters and paraphernalia from break areas and the community board in response to organizing activity.

The above-named Employer has engaged in conduct toward employees attempting to discourage union activity, including the following:

- In about (b) (6), (b) (7)(C) 2022, by disciplining an employee for hanging up union materials outside of the Starbucks store not on Starbucks property;
- On (b) (6), (b) (7)(C), 2022 by disciplining and issuing a Final Written Warning to an employee in response to union activity and to discourage union activity;
- In about (b) (6), (b) (7)(C) 2022 and continuing to present, for cutting the hours of employees in response to union activity and to discourage union activity;
- In about (b) (6), (b) (7)(C) 2022 and continuing to present, for disciplining employees in response to union activity and to discourage union activity;
- In about (b) (6), (b) (7)(C) 2022 and continuing to present, for disciplining shift supervisors for violations of other staff;
- In about (b) (6), (b) (7)(C) 2022 by disciplining and issuing a Written Warning to an employee in response to union activity and to discourage union activity;
- In about (b) (6), (b) (7)(C) 2022 and continuing to present, for changing schedules at the last minute in response to union activity and to discourage union activity;
- In about (b) (6), (b) (7)(C) 2022 and continuing to present, for constructively discharging employees due to hour cuts and discriminatory enforcement of company policies.

The NLRB certified the Union as the bargaining representative of employees on April 18, 2022, following a ballot count on April 8, 2022. Despite this, the Employer did not give notice or an opportunity to bargain over the disciplines or changes in scheduling of employees, in violation of its obligations to bargain under the Act.

The Union seeks injunctive relief under Section 10(j) of the Act to prevent irreparable destruction of employee rights resulting from Starbucks' unlawful conduct.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
AMENDED CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE | |
|----------------------------|-------------------------------|
| Case 3-CA-295545 | Date Filed 6/6/2022 |

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

| | | |
|---|---|-------------------------------------|
| a. Name of Employer Starbucks Corporation | | b. Telephone No. 208-318-2212 |
| | | c. Case No. |
| | | f. Fax No. |
| d. Address (Street, city, state, and ZIP code) 2401 Utah Avenue South, Suite 800 Seattle, WA 98134 130 E. Seneca St., Ithaca, NY 14850 | e. Employer Representative Howard Schultz, CEO (See attached for District Managers) | g. e-mail hschultz@starbucks.com |
| | | h. Number of workers employed 20 |
| i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop | j. Identify principal product or service Food and beverage | |

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3); ~~(5)~~ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

See Attached

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Workers United

| | |
|--|-------------------------------------|
| 4a. Address (Street and number, city, state, and ZIP code) 2954 Main Street, Suite 556 Buffalo, NY 14214 | 4b. Telephone No. 585-473-3280 |
| | 4c. Case No. |
| | 4d. Fax No. |
| | 4e. e-mail gbonadonnajr@rrjb.org |

5. Full name of national or international labor organization of which it is an affiliate or constituent (to be filled in when charge is filed by a labor organization)

Workers United, a/w SEIU

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

/s/ Michael Dolce

Michael Dolce, Attorney

(signature of representative or person making charge)

(Print/type name and title or office if any)

Hayes Dolce, 471 Voorhees Ave, Buffalo, NY 14216

Address

Date

~~May 10, 2022~~

June 3, 2022

Telephone No.

716-912-3480

Office, if any, Case No.

Fax No.

e-mail

mdolce@hayesdolce.com

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA) 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Attachment to Charge Against Employer

Section 1.e - Employer Representatives

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) [@starbucks.com](mailto:[REDACTED]@starbucks.com)

Section 2 – Basis of Charge

The above-named Employer, by its officers, agents and representatives, has interfered with, restrained, and coerced employees in the exercise of their rights as guaranteed in Section 7 of the Act, by acts and conduct including the following:

- Since about November 2022 and continuing to present, by engaging in surveillance of employees and creating the impression of surveillance by stationing multiple “support managers” at the Commons store;
- Since about November 2022 and continuing to present, creating the impression of surveillance and engaging in surveillance by scheduling managers at the Commons store during additional operating hours;
- In about November 2022 and continuing to present, by changing where and how trainees in the Ithaca area are trained;
- In about February 2022 and continuing to present, by discriminatorily enforcing its dress code policy against union supporters;
- In about (b) (6), (b) (7)(C) 2022 and continuing to present, by cutting the hours of employees in response to union activity;
- In about (b) (6), (b) (7)(C) 2022 and continuing to present, by reducing staff scheduled to work;
- In about (b) (6), (b) (7)(C) 2022 and continuing to present, by recruiting and hiring new employees while cutting existing employees’ hours in response to union activity;
- In about March 2022 and continuing to present, by discriminatorily enforcing its “pin” policy to exclude union paraphernalia;
- Since about January 2022 and continuing to present, by removing union posters and paraphernalia from break areas and the community board in response to organizing activity.

The above-named Employer has engaged in conduct toward employees attempting to discourage union activity, including the following:

- In about (b) (6), (b) (7)(C) 2022, by disciplining an employee for hanging up union materials outside of the Starbucks store not on Starbucks property;
- On (b) (6), (b) (7)(C) 2022 by disciplining and issuing a Final Written Warning to an employee in response to union activity and to discourage union activity;
- In about (b) (6), (b) (7)(C) 2022 and continuing to present, for cutting the hours of employees in response to union activity and to discourage union activity;
- In about (b) (6), (b) (7)(C) 2022 and continuing to present, for disciplining employees in response to union activity and to discourage union activity;

- In about (b) (6), (b) (7)(C) 2022 and continuing to present, for disciplining shift supervisors for violations of other staff;

The Union seeks injunctive relief under Section 10(j) of the Act to prevent irreparable destruction of employee rights resulting from Starbucks' unlawful conduct.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE | |
|----------------------------|--------------------------------|
| Case 3-CA-295810 | Date Filed 5/16/2022 |

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

| | | |
|---|---|-------------------------------------|
| a. Name of Employer Starbucks Corporation | | b. Telephone No. 208-318-2212 |
| | | c. Case No. |
| | | f. Fax No. |
| d. Address (Street, city, state, and ZIP code) 2401 Utah Avenue South, Suite 800 Seattle, WA 98134 Numerous Buffalo Locations (See attached) | e. Employer Representative Howard Schultz, CEO (See attached for District Managers) | g. e-mail hschultz@starbucks.com |
| | | h. Number of workers employed 30 |
| i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop | j. Identify principal product or service Food and beverage | |

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3); (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

See attached

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Workers United

4a. Address (Street and number, city, state, and ZIP code)2954 Main Street, Suite 556
Buffalo, NY 14214**4b. Telephone No.**
585-473-3280**4c. Case No.****4d. Fax No.****4e. e-mail**
gbonadonnajr@rrjb.org**5. Full name of national or international labor organization of which it is an affiliate or constituent (to be filled in when charge is filed by a labor organization)**

Workers United, a/w SEIU

6. DECLARATIONI declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

/s/ Michael Dolce

Michael Dolce, Attorney

(signature of representative or person making charge)

(Print/type name and title or office if any)

Hayes Dolce, 471 Voorhees Ave, Buffalo, NY 14216

May 13, 2022

Address

Date

Telephone No.
716-912-3480**Office, if any, Case No.****Fax No.****e-mail**
mdolce@hayesdolce.com**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA) 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Attachment to Charge Against Employer

Section 1.d – Locations

520 Lee Entrance, Amherst, NY 14228 (Store #7318)
1703 Niagara Falls Blvd, Amherst, NY 14226 (Store #07327)
8100 Transit Road Suite 100, Williamsville, NY 14221 (Store #07337)
235 Delaware Avenue, Buffalo, NY 14202 (Store #07448)
5395-5495 Sheridan Drive, Amherst, NY 14221 (Store #07938)
1775 Walden Ave. Ste 500, Cheektowaga, NY 14225 (Store #07949)
9660 Transit Road 101, East Amherst, NY 14051 (Store #10750)
4243 Genesee St., Cheektowaga, NY 14225 (Store #23917)
3220 Sheridan Drive, Amherst, NY 14226 (Store #47843)
3015 Niagara Falls Blvd., Amherst, NY 14228 (Store #50060)

Section 1.e – Employer Representative

(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C) [@starbucks.com](#)
(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C) [@starbucks.com](#)
(b) (6), (b) (7)(C)

Section 2 – Basis of Charge

In the past six months, the above-named Employer has engaged in conduct toward employees attempting to discourage union activity, including the following:

In about February and March 2022, by denying the request of union supporter (b) (6), (b) (7)(C) to transfer to Starbucks stores located at:

520 Lee Entrance, Amherst, NY 14228 (Store #7318)
1703 Niagara Falls Blvd, Amherst, NY 14226 (Store #07327)
8100 Transit Road Suite 100, Williamsville, NY 14221 (Store #07337)
235 Delaware Avenue, Buffalo, NY 14202 (Store #07448)
5395-5495 Sheridan Drive, Amherst, NY 14221 (Store #07938)
1775 Walden Ave. Ste 500, Cheektowaga, NY 14225 (Store #07949)
9660 Transit Road 101, East Amherst, NY 14051 (Store #10750)
4243 Genesee St., Cheektowaga, NY 14225 (Store #23917)
3220 Sheridan Drive, Amherst, NY 14226 (Store #47843)
3015 Niagara Falls Blvd., Amherst, NY 14228 (Store #50060)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
3-CA-296995Date Filed
June 6, 2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

| | | |
|--|---|---|
| a. Name of Employer Starbucks Corporation | | b. Tel. No. 208-318-2212 |
| | | c. Cell No. |
| | | f. Fax No. |
| d. Address (Street, city, state, and ZIP code) 2401 Utah Avenue South, Suite 800 Seattle, WA 98134 402 College Ave., Ithaca, NY 14850 | e. Employer Representative Howard Schultz, CEO (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) @starbucks.com | g. e-mail hschultz@starbucks.com |
| | | h. Number of workers employed 30 |
| i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee shop | | j. Identify principal product or service Food and beverage |

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

In the past six months, the above-named Employer, by its officers, agents, and representatives, has interfered with, restrained, and coerced employees in the exercise of their rights as guaranteed in Section 7 of the Act and engaged in conduct toward employees attempting to discourage union activity, by acts and conduct including the following: On or about June 3, 2022, Starbucks announced it would close the above-referenced location. The company announced the change without notice to the union or an opportunity to bargain. The company closed the store in retaliation for protected concerted activity and for union activity, and to stop organizing elsewhere.

The Union seeks expedited injunctive relief under Section 10(j) of the Act to prevent irreparable destruction of employee rights.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
Workers United

| | |
|--|------------------------------------|
| 4a. Address (Street and number, city, state, and ZIP code) 2954 Main Street, Suite 556 Buffalo, NY 14214 | 4b. Tel. No. 585-473-3280 |
| | 4c. Cell No. |
| | 4d. Fax No. |
| | 4e. e-mail gbonadomajr@rjrb.org |

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
Workers United, a/w SEIU

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

Ian Hayes, Attorney

(signature of representative or person making charge)

(Print/type name and title or office, if any)

Tel. No.
716-608-3427

Office, if any, Cell No.

Fax No.

e-mail
ihayes@hayesdolce.comHayes Dolce
Address 471 Voorhees Ave., Buffalo, NY 14216

Date Jun 3, 2022

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
03-CA-298904Date Filed
7/7/2022**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

| | | |
|--|--|-------------------------------------|
| a. Name of Employer Starbucks Corporation | | b. Tel. No. 208-318-2212 |
| | | c. Cell No. |
| | | f. Fax No. |
| d. Address (Street, city, state, and ZIP code) 2401 Utah Avenue South, Suite 800 Seattle, WA 98134 3220 Sheridan Drive, Amherst, NY 14226 / 3611 Delaware Ave, Buffalo, NY 14217 | e. Employer Representative Howard Schultz, CEO (b) (6), (b) (7)(C) [REDACTED]@starbucks.com | g. e-mail hschultz@starbucks.com |
| | | h. Number of workers employed 30 |
| i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee shop | j. Identify principal product or service Food and beverage | |

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)
See attached

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
Workers United

| | |
|--|------------------------------------|
| 4a. Address (Street and number, city, state, and ZIP code) 2954 Main Street, Suite 556 Buffalo, NY 14214 | 4b. Tel. No. 585-473-3280 |
| | 4c. Cell No. |
| | 4d. Fax No. |
| | 4e. e-mail gbonadomajr@rjrb.org |

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
Workers United, a/w SEIU

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

Ian Hayes, Attorney

(signature of representative or person making charge)

(Print/type name and title or office, if any)

Tel. No.
716-608-3427

Office, if any, Cell No.

Fax No.

e-mail
ihayes@hayesdolce.com

Hayes Dolce

Address 135 Delaware Ave., Ste 502, Buffalo, NY 14202

Date July 7, 2022

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Attachment to Charge Against Employer

Section 2

In the past six months, the above-named Employer, by its officers, agents, and representatives, has interfered with, restrained, and coerced employees in the exercise of their rights as guaranteed in Section 7 of the Act and engaged in conduct toward employees attempting to discourage union activity, by acts and conduct including the following:

Employees currently assigned to the store at 3611 Delaware Ave, Buffalo, NY 14217 voted to be represented by the Union, and the Union was certified as their representative on March 17, 2022. The employees are temporarily assigned there pursuant to an effects bargaining agreement the parties made.

Representatives of the Employer, including (b) (6), (b) (7)(C) have engaged in coercive and retaliatory activity, including threatening to discipline employees, penalizing employees by sending them home early, refusing to make minor necessary adjustments to everyday operations, among other conduct. This activity violates the parties effects bargaining agreement and the Act.

The Union seeks expedited injunctive relief under Section 10(j) of the Act to prevent irreparable destruction of employee rights.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE | |
|----------------------------|--------------------------------|
| Case 3-CA-299540 | Date Filed 7/18/2022 |

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

| | | | |
|---|--|--|--|
| 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT | | | |
| a. Name of Employer Starbucks Corporation | | b. Telephone No. 208-318-2212 | |
| | | c. Certificate No. | |
| | | f. Fax No. | |
| d. Address (Street, city, state, and ZIP code) 2401 Utah Avenue South, Suite 800 402 College Ave, Ste 402, Ithaca, NY 14850 | | e. Employer Representative Howard Schultz, CEO See Attachment for District Manager | |
| | | g. e-mail hschultz@starbucks.com | |
| | | h. Number of workers employed 20 | |
| i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee shop | | j. Identify principal product or service Food and beverage | |
| The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3); (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. | | | |
| 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) See Attachment | | | |
| 3. Full name of party filing charge (if labor organization, give full name, including local name and number) Workers United | | | |
| 4a. Address (Street and number, city, state, and ZIP code) 2954 Main Street, Suite 556 Buffalo, NY 14214 | | 4b. Telephone No. 585-473-3280 | |
| | | 4c. Certificate No. | |
| | | 4d. Fax No. | |
| | | 4e. e-mail gbonadonnajr@rrjb.org | |
| 5. Full name of national or international labor organization of which it is an affiliate or constituent (to be filled in when charge is filed by a labor organization) Workers United | | | |
| 6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. /s/ Michael Dolce <hr/> (signature of representative or person making charge) | | Telephone No. 716-912-3480 Office, if any, Certificate No. Fax No. e-mail mdolce@hayesdolce.com | |
| Michael Dolce, Attorney <hr/> (Print/type name and title or office if any) | | | |
| 135 Delaware Ave., Ste. 502, Buffalo, NY 14202 Address | | July 18, 2022 Date | |

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA) 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Attachment to Charge Against Employer

Section 1.e - Employer Representatives

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) [\[REDACTED\]@starbucks.com](mailto:[REDACTED]@starbucks.com)

Section 2 – Basis of Charge

The above-named Employer, by its officers, agents and representatives, has interfered with, restrained, and coerced employees in the exercise of their rights as guaranteed in Section 7 of the Act, and has engaged in conduct toward employees attempting to discourage union activity, by acts and conduct including the following:

- In [REDACTED] 2022, by altering the terms and conditions of employment, and thereby constructively discharging (b) (6), (b) (7)(C);
- In [REDACTED] 2022, by not granting a previously granted accommodation, disciplining, and thereby constructively discharging (b) (6), (b) (7)(C);
- In [REDACTED] 2022, by not granting a previously granted accommodation, denying an LOA request, and thereby constructively discharging (b) (6), (b) (7)(C);
- In [REDACTED] 2022, by failing to grant a previously granted accommodation, and thereby constructively discharging (b) (6), (b) (7)(C);
- In [REDACTED] 2022, by failing to grant a previously granted accommodation, and thereby constructively discharging (b) (6), (b) (7)(C);
- In [REDACTED] 2022, by failing to grant a previously granted accommodation, and thereby constructively discharging (b) (6), (b) (7)(C);
- In [REDACTED] 2022, by altering the terms and conditions of employment, and thereby constructively discharging (b) (6), (b) (7)(C).

The NLRB certified the Union as the bargaining representative of employees on April 18, 2022, following a ballot count on April 8, 2022. Despite this, the Employer did not give notice or an opportunity to bargain over the disciplines, changes in scheduling of employees, nor changes in other terms and conditions of employment, in violation of its obligations to bargain under the Act.

The Union seeks injunctive relief under Section 10(j) of the Act to prevent irreparable destruction of employee rights resulting from Starbucks' unlawful conduct.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
AMENDED CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE | |
|----------------------------|-------------------------|
| Case 03-CA-299540 | Date Filed 8/23/2022 |

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

| | |
|---|---|
| 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT | |
| a. Name of Employer Starbucks Corporation | b. Te . No. 208-318-2212 |
| | c. Ce No. |
| | f. Fax. No. |
| d. Address (Street, city, state, and ZIP code) 2401 Utah Ave. South, Suite 800 Seattle, WA 98134 402 College Ave, Ste 402, Ithaca, NY 14850 | e. Employer Representative Howard Schultz, CEO See Attachment |
| | g. e-ma hschultz@starbucks.com |
| | h. Number of workers employed 20 |
| i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee shop | j. Identify principal product or service Food and beverage |
| The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3); (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. | |
| 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) See Attachment | |
| 3. Full name of party filing charge (if labor organization, give full name, including local name and number) Workers United | |
| 4a. Address (Street and number, city, state, and ZIP code) 2954 Main Street, Suite 556 Buffalo, NY 14214 | 4b. Te . No. 585-473-3280 |
| | 4c. Ce No. |
| | 4d. Fax No. |
| | 4e. e-ma gbonadonnajr@rrjb.org |
| 5. Full name of national or international labor organization of which it is an affiliate or constituent (to be filled in when charge is filed by a labor organization) Workers United a/w SEIU | |
| 6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. /s/ Michael Dolce Michael Dolce, Attorney | |
| (signature of representative or person making charge) (Print/type name and title or office if any) | |
| 135 Delaware Ave., Ste. 502, Buffalo, NY 14202 August 22, 2022 | |
| Address Date | |
| Te . No. (716) 912-3480 | |
| Office, if any, Ce No. | |
| Fax No. | |
| e-ma mdolce@hayesdolce.com | |

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA) 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Attachment to Charge Against Employer

Section 1.e - Employer Representatives

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) [\[REDACTED\]@starbucks.com](mailto:[REDACTED]@starbucks.com)

Section 2 – Basis of Charge

The above-named Employer, by its officers, agents and representatives, has interfered with, restrained, and coerced employees in the exercise of their rights as guaranteed in Section 7 of the Act, and has engaged in conduct toward employees attempting to discourage union activity, by acts and conduct including the following:

- In (b) (6), (b) (7)(C) 2022, by not granting a previously granted accommodation, disciplining, and thereby constructively discharging (b) (6), (b) (7)(C)
- In (b) (6), (b) (7)(C) 2022, by failing to grant a previously granted accommodation, and thereby constructively discharging (b) (6), (b) (7)(C)
- In (b) (6), (b) (7)(C) 2022, by failing to grant a previously granted accommodation, and thereby constructively discharging (b) (6), (b) (7)(C)
- In (b) (6), (b) (7)(C) 2022, by failing to grant a previously granted accommodation, and thereby constructively discharging (b) (6), (b) (7)(C)

The NLRB certified the Union as the bargaining representative of employees on April 18, 2022, following a ballot count on April 8, 2022. Despite this, the Employer did not give notice or an opportunity to bargain over the disciplines, changes in scheduling of employees, nor changes in other terms and conditions of employment, in violation of its obligations to bargain under the Act.

The Union seeks injunctive relief under Section 10(j) of the Act to prevent irreparable destruction of employee rights resulting from Starbucks' unlawful conduct.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE | |
|----------------------------|--------------------------|
| Case 03-CA-300849 | Date Filed 08/05/2022 |

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

| | | | |
|---|--|---|--|
| 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT | | | |
| a. Name of Employer Starbucks Corporation | | b. Te . No. 208-318-2212 | |
| | | c. Ce No. | |
| | | f. Fax. No. | |
| d. Address (Street, city, state, and ZIP code) 2401 Utah Avenue South, Suite 800 Seattle, WA 98134 402 College Ave., Ithaca, NY 14850 | | e. Employer Representative Howard Schultz, CEO See Attachment | |
| | | g. e-ma hschultz@starbucks.com | |
| | | h. Number of workers employed 30 | |
| . Type of Establishment (factory, mine, wholesaler, etc.) Coffee shop | | j. Identify principal product or service Food and beverage | |
| The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3); (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. | | | |
| 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) See Attachment | | | |
| 3. Full name of party filing charge (if labor organization, give full name, including local name and number) Workers United | | | |
| 4a. Address (Street and number, city, state, and ZIP code) 2954 Main Street, Suite 556 Buffalo, NY 14214 | | 4b. Te . No. 585-473-3280 | |
| | | 4c. Ce No. | |
| | | 4d. Fax No. | |
| | | 4e. e-ma gbonadonnajr@rrjb.org | |
| 5. Full name of national or international labor organization of which it is an affiliate or constituent (to be filled in when charge is filed by a labor organization) Workers United a/w SEIU | | | |
| 6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. /s/ Michael Dolce Michael Dolce, Attorney _____ (signature of representative or person making charge) (Print/type name and title or office if any) | | Te . No. (716) 912-3480 | |
| | | Off ce, f any, Ce No. | |
| | | Fax No. | |
| 135 Delaware Ave., Ste. 502, Buffalo, NY 14202 Address _____ | | August 5, 2022 Date _____ e-ma mdolce@hayesdolce.com | |

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA) 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Attachment to Charge Against Employer

Section 1.e - Employer Representatives

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)@starbucks.com

Section 2 – Basis of Charge

The above-named Employer, by its officers, agents and representatives, has interfered with, restrained, and coerced employees in the exercise of their rights as guaranteed in Section 7 of the Act, by acts and conduct including the following:

- In or about (b) (6), (b) (7)(C) 2022, by creating the impression of surveillance by monitoring the social media accounts of (b) (6), (b) (7)(C).

The above-named Employer has engaged in conduct toward employees attempting to discourage union activity, including the following:

- On or about (b) (6), (b) (7)(C), 2022, by disciplining (b) (6), (b) (7)(C) in response to union activity and to discourage union activity;
- On or about (b) (6), (b) (7)(C) 2022, by terminating (b) (6), (b) (7)(C) in response to union activity and to discourage union activity.

The NLRB certified the Union as the bargaining representative of employees on April 18, 2022. Despite this, the Employer did not give notice or an opportunity to bargain in violation of its obligations to bargain under the Act, including:

- On or about (b) (6), (b) (7)(C), 2022, by failing to bargain over the discipline of (b) (6), (b) (7)(C), and the effects of such discipline;
- On or about (b) (6), (b) (7)(C) 2022, by failing to bargain over the termination of (b) (6), (b) (7)(C), and the effects of such termination.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE | |
|----------------------------|-------------------------------|
| Case 3-CA-300873 | Date Filed 8/8/2022 |

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

| 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT | |
|---|--|
| a. Name of Employer Starbucks Corporation | b. Te. No. 208-318-2212 |
| | c. Ce. No. |
| | f. Fax. No. |
| d. Address (Street, city, state, and ZIP code) 2401 Utah Ave. South, Suite 800 Seattle, WA 98134 3611 Delaware Ave., Tonawanda, NY 14217 3186 Sheridan Dr., Amherst, NY 14226 | e. Employer Representative Howard Schultz, CEO (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) @starbucks.com |
| | g. e-mail hschultz@starbucks.com |
| | h. Number of workers employed 30 |
| i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee shop | j. Identify principal product or service Food and beverage |
| The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3); (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. | |
| 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) The above-named Employer has engaged in conduct toward employees attempting to discourage union activity by terminating (b) (6), (b) (7)(C) in response to union activity and to discourage union activity. The Employer did not give notice or an opportunity to bargain in violation of its obligations to bargain under the Act by failing to bargain over the termination of (b) (6), (b) (7)(C). | |
| 3. Full name of party filing charge (if labor organization, give full name, including local name and number) Workers United | |
| 4a. Address (Street and number, city, state, and ZIP code) 2954 Main Street, Suite 556 Buffalo, NY 14214 | 4b. Te. No. 585-473-3280 |
| | 4c. Ce. No. |
| | 4d. Fax No. |
| | 4e. e-mail gbonadonnajr@rrjb.org |
| 5. Full name of national or international labor organization of which it is an affiliate or constituent (to be filled in when charge is filed by a labor organization) Workers United a/w SEIU | |
| 6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. /s/ Michael Dolce Michael Dolce, Attorney (signature of representative or person making charge) (Print/type name and title or office if any) 135 Delaware Ave., Ste. 502, Buffalo, NY 14202 August 6, 2022 Address Date e-mail mdolce@hayesdolce.com | |

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA) 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE | |
|-----------------------------|-------------------------------|
| Case 03-CA-300931 | Date Filed 8/8/2022 |

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

| | |
|---|---|
| 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT | |
| a. Name of Employer Starbucks Corporation | b. Te . No. 208-318-2212 c. Ce No. f. Fax. No. |
| d. Address (Street, city, state, and ZIP code) 2401 Utah Ave. South, Suite 800 Seattle, WA 98134 130 E. Seneca St., Ithaca, NY 14850 722 S. Meadow St., Ithaca, NY 14850 | e. Employer Representative Howard Schultz, CEO See Attachment g. e-mail hschultz@starbucks.com h. Number of workers employed 40 |
| i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee shop | j. Identify principal product or service Food and beverage |
| The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3); (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. | |
| 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) See Attachment | |
| 3. Full name of party filing charge (if labor organization, give full name, including local name and number) Workers United | |
| 4a. Address (Street and number, city, state, and ZIP code) 2954 Main Street, Suite 556 Buffalo, NY 14214 | 4b. Te . No. 585-473-3280 4c. Ce No. 4d. Fax No. 4e. e-mail gbonadonnajr@rrjb.org |
| 5. Full name of national or international labor organization of which it is an affiliate or constituent (to be filled in when charge is filed by a labor organization) Workers United a/w SEIU | |
| 6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. /s/ Michael Dolce Michael Dolce, Attorney _____ (signature of representative or person making charge) (Print/type name and title or office if any) | |
| Te . No. (716) 912-3480 Off ce, f any, Ce No. Fax No. e-mail mdolce@hayesdolce.com | |
| 135 Delaware Ave., Ste. 502, Buffalo, NY 14202 Address _____ | August 8, 2022 Date _____ |

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA) 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Attachment to Charge Against Employer

Section 1.e - Employer Representatives

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)@starbucks.com

Section 2 – Basis of Charge

The above-named Employer, by its officers, agents and representatives, has interfered with, restrained, and coerced employees in the exercise of their rights as guaranteed in Section 7 of the Act, and has engaged in conduct toward employees attempting to discourage union activity, by acts and conduct including the following:

- In (b) (6), (b) (7)(C) 2022, by altering the scheduling, denying an LOA request, and thereby constructively discharging (b) (6), (b) (7)(C);
- In (b) (6), (b) (7)(C) 2022, by not granting a previously granted accommodation, demanding new availability, demanding transfer to another store, and thereby constructively discharging (b) (6), (b) (7)(C);
- In (b) (6), (b) (7)(C) 2022, by reducing the work hours, and thereby constructively discharging (b) (6), (b) (7)(C);
- In about (b) (6), (b) (7)(C) 2022, by failing to promote (b) (6), (b) (7)(C);
- In about (b) (6), (b) (7)(C) 2022, by failing to promote (b) (6), (b) (7)(C);
- In about (b) (6), (b) (7)(C) 2022, by denying the transfer of (b) (6), (b) (7)(C).

The Employer did not give notice or an opportunity to bargain over changes in scheduling of employees, nor changes in other terms and conditions of employment, in violation of its obligations to bargain under the Act.

The Union seeks injunctive relief under Section 10(j) of the Act to prevent irreparable destruction of employee rights resulting from Starbucks' unlawful conduct.

AMENDED

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
03-CA-300931Date Filed
8/22/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

| | | |
|--|---|-------------------------------------|
| a. Name of Employer Starbucks Corporation | | b. Te . No. 208-318-2212 |
| | | c. Ce No. |
| | | f. Fax. No. |
| d. Address (Street, city, state, and ZIP code) 2401 Utah Ave. South, Suite 800 Seattle, WA 98134 130 E. Seneca St., Ithaca, NY 14850 722 S. Meadow St., Ithaca, NY 14850 | e. Employer Representative Howard Schultz, CEO See Attachment | g. e-ma hschultz@starbucks.com |
| | | h. Number of workers employed 40 |
| | | |
| i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee shop | j. Identify principal product or service Food and beverage | |

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3); (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

See Attachment

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Workers United

| | |
|--|-----------------------------------|
| 4a. Address (Street and number, city, state, and ZIP code) 2954 Main Street, Suite 556 Buffalo, NY 14214 | 4b. Te . No. 585-473-3280 |
| | 4c. Ce No. |
| | 4d. Fax No. |
| | 4e. e-ma gbonadonnajr@rrjb.org |

5. Full name of national or international labor organization of which it is an affiliate or constituent (to be filled in when charge is filed by a labor organization)

Workers United a/w SEIU

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

/s/ Michael Dolce

Michael Dolce, Attorney

(signature of representative or person making charge)

(Print/type name and title or office if any)

135 Delaware Ave., Ste. 502, Buffalo, NY 14202

August 22, 2022

Address

Date

Te . No.
(716) 912-3480

Office, if any, Ce No.

Fax No.

e-ma
mdolce@hayesdolce.com**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA) 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Attachment to Charge Against Employer

Section 1.e - Employer Representatives

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)@starbucks.com

Section 2 – Basis of Charge

The above-named Employer, by its officers, agents and representatives, has interfered with, restrained, and coerced employees in the exercise of their rights as guaranteed in Section 7 of the Act, and has engaged in conduct toward employees attempting to discourage union activity, by acts and conduct including the following:

- In (b) (6), (b) (7)(C) 2022, by altering the scheduling, denying an LOA request, and thereby constructively discharging (b) (6), (b) (7)(C);
- In (b) (6), (b) (7)(C) 2022, by not granting a previously granted accommodation, demanding new availability, demanding transfer to another store, and thereby constructively discharging (b) (6), (b) (7)(C);
- In July 2022, by reducing the work hours, and thereby constructively discharging (b) (6), (b) (7)(C);
- In about (b) (6), (b) (7)(C) 2022, by failing to promote (b) (6), (b) (7)(C);

The Employer did not give notice or an opportunity to bargain over changes in scheduling of employees, nor changes in other terms and conditions of employment, in violation of its obligations to bargain under the Act.

The Union seeks injunctive relief under Section 10(j) of the Act to prevent irreparable destruction of employee rights resulting from Starbucks' unlawful conduct.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE | |
|-----------------------------|---------------------------------|
| Case 03-CA-300977 | Date Filed 08/09/2022 |

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

| 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT | |
|--|---|
| a. Name of Employer Starbucks Corporation | b. Te . No. 208-318-2212 |
| | c. Ce No. |
| | f. Fax. No. |
| d. Address (Street, city, state, and ZIP code) 2401 Utah Ave. South, Suite 800 Seattle, WA 98134 4255 Genesee St., Ste. 100, Cheektowaga, NY 14225 | e. Employer Representative Howard Schultz, CEO (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)@starbucks.com |
| | g. e-ma hschultz@starbucks.com |
| | h. Number of workers employed 30 |
| i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee shop | j. Identify principal product or service Food and beverage |
| The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3); (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. | |
| 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) The above-named Employer has engaged in conduct toward employees attempting to discourage union activity by disciplining (b) (6), (b) (7)(C) with a Final Written Warning in response to union activity and to discourage union activity. The Employer did not give notice or an opportunity to bargain in violation of its obligations to bargain under the Act by failing to bargain over the discipline of (b) (6), (b) (7)(C). | |
| 3. Full name of party filing charge (if labor organization, give full name, including local name and number) Workers United | |
| 4a. Address (Street and number, city, state, and ZIP code) 2954 Main Street, Suite 556 Buffalo, NY 14214 | 4b. Te . No. 585-473-3280 |
| | 4c. Ce No. |
| | 4d. Fax No. |
| | 4e. e-ma gbonadonnajr@rrjb.org |
| 5. Full name of national or international labor organization of which it is an affiliate or constituent (to be filled in when charge is filed by a labor organization) Workers United a/w SEIU | |
| 6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. /s/ Michael Dolce Michael Dolce, Attorney <hr/> <div>(signature of representative or person making charge)</div> <div>(Print/type name and title or office if any)</div> 135 Delaware Ave., Ste. 502, Buffalo, NY 14202 August 9, 2022 Address Date | |
| Te . No. (716) 912-3480 | |
| Office, if any, Ce No. | |
| Fax No. | |
| e-ma mdolce@hayesdolce.com | |

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA) 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE | |
|----------------------------|--------------------------------|
| Case 3-CA-301199 | Date Filed 8/11/2022 |

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

| | | |
|--|---|--|
| a. Name of Employer Starbucks Corporation | | b. Te. No. 208-318-2212 |
| | | c. Ce. No. |
| | | f. Fax. No. |
| d. Address (Street, city, state, and ZIP code) 2401 Utah Ave. South, Suite 800 Seattle, WA 98134 9660 Transit Rd., East Amherst, NY 14051 | e. Employer Representative Howard Schultz, CEO (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)@starbucks.com | g. e-mail hschultz@starbucks.com h. Number of workers employed 30 |
| i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee shop | | j. Identify principal product or service Food and beverage |

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3); (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

The above-named Employer has engaged in conduct toward employees attempting to discourage union activity by disciplining (b) (6), (b) (7)(C) with a Final Written Warning in response to union activity and to discourage union activity. In addition, the Employer denied (b) (6), (b) (7)(C) Weingarten rights during an investigatory interview over the discipline.

The Employer did not give notice or an opportunity to bargain in violation of its obligations to bargain under the Act by failing to bargain over the discipline of (b) (6), (b) (7)(C).

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Workers United

| | |
|--|-------------------------------------|
| 4a. Address (Street and number, city, state, and ZIP code) 2954 Main Street, Suite 556 Buffalo, NY 14214 | 4b. Te. No. 585-473-3280 |
| | 4c. Ce. No. |
| | 4d. Fax No. |
| | 4e. e-mail gbonadonnajr@rrjb.org |

5. Full name of national or international labor organization of which it is an affiliate or constituent (to be filled in when charge is filed by a labor organization)

Workers United a/w SEIU

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

/s/ Michael Dolce

Michael Dolce, Attorney

(signature of representative or person making charge)

(Print/type name and title or office if any)

135 Delaware Ave., Ste. 502, Buffalo, NY 14202
AddressAugust 11, 2022
DateTe. No.
(716) 912-3480

Office, if any, Ce. No.

Fax No.

e-mail
mdolce@hayesdolce.com**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA) 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
AMENDED CHARGE AGAINST EMPLOYER**DO NOT WRITE IN THIS SPACE**Case
03-CA-301199Date Filed
8/29/2022**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

| | | |
|--|--|---|
| a. Name of Employer Starbucks Corporation | | b. Te. No. 208-318-2212 |
| | | c. Ce. No. |
| | | f. Fax. No. |
| d. Address (Street, city, state, and ZIP code) 2401 Utah Ave. South, Suite 800 Seattle, WA 98134 9660 Transit Rd., East Amherst, NY 14051 | e. Employer Representative Howard Schultz, CEO (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) @starbucks.com | g. e-mail hschultz@starbucks.com |
| | | h. Number of workers employed 30 |
| | | |
| i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee shop | | j. Identify principal product or service Food and beverage |

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3); (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

The above named Employer has interfered with, restrained, and coerced employees in the exercise of their Section 7 rights by telling an employee (b) (6) was not allowed to wear a Union pin on the floor, and ordering (b) (6), (b) (7)(C) to take it off. The above-named Employer has engaged in conduct toward employees attempting to discourage union activity by disciplining (b) (6), (b) (7)(C) with a Final Written Warning in response to union activity and to discourage union activity. In addition, the Employer denied (b) (6), (b) (7)(C) Weingarten rights during an investigatory interview over the discipline. The Employer did not give notice or an opportunity to bargain in violation of its obligations to bargain under the Act by failing to bargain over the discipline of (b) (6), (b) (7)(C).

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Workers United

| | |
|--|-------------------------------------|
| 4a. Address (Street and number, city, state, and ZIP code) 2954 Main Street, Suite 556 Buffalo, NY 14214 | 4b. Te. No. 585-473-3280 |
| | 4c. Ce. No. |
| | 4d. Fax No. |
| | 4e. e-mail gbonadonnajr@rrjb.org |

5. Full name of national or international labor organization of which it is an affiliate or constituent (to be filled in when charge is filed by a labor organization)

Workers United a/w SEIU

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

/s/ Michael Dolce

Michael Dolce, Attorney

(signature of representative or person making charge)

(Print/type name and title or office if any)

135 Delaware Ave., Ste. 502, Buffalo, NY 14202

August 27, 2022

Address

Date

Te. No.
(716) 912-3480

Office, if any, Ce. No.

Fax No.

e-mail
mdolce@hayesdolce.com**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA) 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER**DO NOT WRITE IN THIS SPACE**Case
03-CA-302194Date Filed
8/29/2022**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

| | | |
|--|---|--|
| a. Name of Employer Starbucks Corporation | | b. Te . No. 208-318-2212 |
| | | c. Ce No. |
| | | f. Fax. No. |
| d. Address (Street, city, state, and ZIP code) 2401 Utah Ave. South, Suite 800 Seattle, WA 98134 235 Delaware Ave., Buffalo, NY 14202 | e. Employer Representative Howard Schultz, CEO (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)@starbucks.com | g. e-ma hschultz@starbucks.com h. Number of workers employed 25 |
| . Type of Establishment (factory, mine, wholesaler, etc.) Coffee shop | | j. Identify principal product or service Food and beverage |

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3); (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

The above-named Employer has engaged in conduct toward employees attempting to discourage union activity, including the following:
In about (b) (6), (b) (7)(C) 2022, by terminating (b) (6), (b) (7)(C) in response to union activity and to discourage union activity.
In about (b) (6), (b) (7)(C) 2022, by disciplining (b) (6), (b) (7)(C) with a Final Written Warning in response to union activity and to discourage union activity.
The Employer did not give notice or an opportunity to bargain in violation of its obligations to bargain under the Act for either employee.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Workers United

| | |
|--|-----------------------------------|
| 4a. Address (Street and number, city, state, and ZIP code) 2954 Main Street, Suite 556 Buffalo, NY 14214 | 4b. Te . No. 585-473-3280 |
| | 4c. Ce No. |
| | 4d. Fax No. |
| | 4e. e-ma gbonadonnajr@rrjb.org |

5. Full name of national or international labor organization of which it is an affiliate or constituent (to be filled in when charge is filed by a labor organization)

Workers United a/w SEIU

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

/s/ Michael Dolce

Michael Dolce, Attorney

(signature of representative or person making charge)

(Print/type name and title or office if any)

135 Delaware Ave., Ste. 502, Buffalo, NY 14202

August 27, 2022

Address

Date

Te . No.
(716) 912-3480

Office, if any, Ce No.

Fax No.

e-ma
mdolce@hayesdolce.com**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA) 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
AMENDED CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE | |
|----------------------------|--------------------------------|
| Case 3-CA-302194 | Date Filed 9/12/2022 |

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

| | |
|---|---|
| 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT | |
| a. Name of Employer Starbucks Corporation | b. Telephone No. 208-318-2212 |
| | c. Case No. |
| | f. Fax No. |
| d. Address (Street, city, state, and ZIP code) 2401 Utah Ave. South, Suite 800 Seattle, WA 98134 235 Delaware Ave., Buffalo, NY 14202 | e. Employer Representative Howard Schultz, CEO (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)@starbucks.com |
| | g. e-mail hschultz@starbucks.com |
| | h. Number of workers employed 25 |
| i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee shop | j. Identify principal product or service Food and beverage |
| The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3); (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. | |
| 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) The above-named Employer has engaged in conduct toward employees attempting to discourage union activity, including the following: In about (b) (6), (b) (7)(C) 2022, by disciplining (b) (6), (b) (7)(C) with a Final Written Warning. In about (b) (6), (b) (7)(C) 2022, by terminating (b) (6), (b) (7)(C). In about (b) (6), (b) (7)(C) 2022, by disciplining (b) (6), (b) (7)(C) with a Final Written Warning. The Employer did not give notice or an opportunity to bargain in violation of its obligations to bargain under the Act for the termination of (b) (6), (b) (7)(C) and the discipline of (b) (6), (b) (7)(C). | |
| 3. Full name of party filing charge (if labor organization, give full name, including local name and number) Workers United | |
| 4a. Address (Street and number, city, state, and ZIP code) 2954 Main Street, Suite 556 Buffalo, NY 14214 | 4b. Telephone No. (585) 473-3280 |
| | 4c. Case No. |
| | 4d. Fax No. |
| | 4e. e-mail gbonadonnajr@rrjb.org |
| 5. Full name of national or international labor organization of which it is an affiliate or constituent (to be filled in when charge is filed by a labor organization) Workers United a/w SEIU | |
| 6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. /s/ Michael Dolce Michael Dolce, Attorney _____ (signature of representative or person making charge) (Print/type name and title or office if any) 135 Delaware Ave., Ste. 502, Buffalo, NY 14202 September 9, 2022 Address _____ Date _____ | |
| Te. No. (716) 912-3480 | |
| Office, if any, Case No. | |
| Fax No. | |
| e-mail mdolce@hayesdolce.com | |

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA) 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE | |
|----------------------------|--------------------------|
| Case 03-CA-302451 | Date Filed 08/31/2022 |

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

| | |
|--|---|
| 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT | |
| a. Name of Employer Starbucks Corporation | b. Te . No. 208-318-2212 |
| | c. Ce No. |
| | f. Fax. No. |
| d. Address (Street, city, state, and ZIP code) 2401 Utah Ave. South, Suite 800 Seattle, WA 98134 1210 Troy Schenectady Road, Latham, NY 12210 | e. Employer Representative Howard Schultz, CEO (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)@starbucks.com |
| | g. e-ma hschultz@starbucks.com |
| | h. Number of workers employed 20 |
| i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee shop | j. Identify principal product or service Food and beverage |
| The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3); (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. | |
| 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) On (b) (6), (b) (7)(C) 2022, the above-named Employer terminated (b) (6), (b) (7)(C) in response to union activity and to discourage union activity. The Employer did not give notice or an opportunity to bargain in violation of its obligations to bargain under the Act by failing to bargain over the termination of (b) (6), (b) (7)(C). | |
| 3. Full name of party filing charge (if labor organization, give full name, including local name and number) Workers United | |
| 4a. Address (Street and number, city, state, and ZIP code) 2954 Main Street, Suite 556 Buffalo, NY 14214 | 4b. Te . No. (585) 473-3280 |
| | 4c. Ce No. |
| | 4d. Fax No. |
| | 4e. e-ma gbonadonnajr@rrjb.org |
| 5. Full name of national or international labor organization of which it is an affiliate or constituent (to be filled in when charge is filed by a labor organization) Workers United a/w SEIU | |
| 6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. /s/ Michael Dolce Michael Dolce, Attorney (signature of representative or person making charge) (Print/type name and title or office if any) | |
| Te . No. (716) 912-3480 | |
| Office, if any, Ce No. | |
| Fax No. | |
| e-ma mdolce@hayesdolce.com | |
| 135 Delaware Ave., Ste. 502, Buffalo, NY 14202 August 31, 2022 Address Date | |

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA) 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER**DO NOT WRITE IN THIS SPACE**Case
03-CA-302464Date Filed
9/1/2022**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

| | | |
|--|--|--|
| a. Name of Employer Starbucks Corporation | | b. Te. No. 208-318-2212 |
| | | c. Ce. No. |
| | | f. Fax. No. |
| d. Address (Street, city, state, and ZIP code) 2401 Utah Ave. South, Suite 800 Seattle, WA 98134 5395 Sheridan Dr., Williamsville, NY 14221 | e. Employer Representative Howard Schultz, CEO (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) @starbucks.com | g. e-mail hschultz@starbucks.com h. Number of workers employed 15 |
| . Type of Establishment (factory, mine, wholesaler, etc.) Coffee shop | | j. Identify principal product or service Food and beverage |

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3); (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On (b) (6), (b) (7)(C), 2022, the above-named Employer terminated (b) (6), (b) (7)(C) in response to union activity and to discourage union activity.

The Employer did not give notice or an opportunity to bargain in violation of its obligations to bargain under the Act by failing to bargain over the termination of (b) (6), (b) (7)(C).

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Workers United

| | |
|--|-------------------------------------|
| 4a. Address (Street and number, city, state, and ZIP code) 2954 Main Street, Suite 556 Buffalo, NY 14214 | 4b. Te. No. (585) 473-3280 |
| | 4c. Ce. No. |
| | 4d. Fax No. |
| | 4e. e-mail gbonadonnajr@rrjb.org |

5. Full name of national or international labor organization of which it is an affiliate or constituent (to be filled in when charge is filed by a labor organization)

Workers United a/w SEIU

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

/s/ Michael Dolce

Michael Dolce, Attorney

(signature of representative or person making charge)

(Print/type name and title or office if any)

135 Delaware Ave., Ste. 502, Buffalo, NY 14202

August 31, 2022

Address

Date

Te. No.
(716) 912-3480

Office, if any, Ce. No.

Fax No.

e-mail
mdolce@hayesdolce.com**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA) 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
AMENDED CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

3-CA-302464

Date Filed

9/12/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

| | | |
|--|--|--|
| a. Name of Employer Starbucks Corporation | | b. Te. No. 208-318-2212 |
| | | c. Ce. No. |
| | | f. Fax. No. |
| d. Address (Street, city, state, and ZIP code) 2401 Utah Ave. South, Suite 800 Seattle, WA 98134 5395 Sheridan Dr., Williamsville, NY 14221 | e. Employer Representative Howard Schultz, CEO (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) @starbucks.com | g. e-mail hschultz@starbucks.com h. Number of workers employed 15 |
| . Type of Establishment (factory, mine, wholesaler, etc.) Coffee shop | | j. Identify principal product or service Food and beverage |

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3); (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

In (b) (6), (b) (7)(C) 2022, the above-named Employer disciplined (b) (6), (b) (7)(C) with a Final Written Warning in response to union activity and to discourage union activity.

On (b) (6), (b) (7)(C) 31, 2022, the above-named Employer terminated (b) (6), (b) (7)(C) in response to union activity and to discourage union activity.

The Employer did not give notice or an opportunity to bargain in violation of its duty to bargain under the Act by failing to bargain over the termination of (b) (6), (b) (7)(C).

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Workers United

| | |
|--|-------------------------------------|
| 4a. Address (Street and number, city, state, and ZIP code) 2954 Main Street, Suite 556 Buffalo, NY 14214 | 4b. Te. No. (585) 473-3280 |
| | 4c. Ce. No. |
| | 4d. Fax No. |
| | 4e. e-mail gbonadonnajr@rrjb.org |

5. Full name of national or international labor organization of which it is an affiliate or constituent (to be filled in when charge is filed by a labor organization)

Workers United a/w SEIU

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

/s/ Michael Dolce

Michael Dolce, Attorney

(signature of representative or person making charge)

(Print/type name and title or office if any)

135 Delaware Ave., Ste. 502, Buffalo, NY 14202

September 9, 2022

Address

Date

Te. No.

(716) 912-3480

Office, if any, Ce. No.

Fax No.

e-mail

mdolce@hayesdolce.com

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA) 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
3-CA-304496Date Filed
10/4/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

| | | |
|---|---|--|
| a. Name of Employer Starbucks Corporation | | b. Tel. No. (206) 318-2212 |
| | | c. Cell No. |
| | | f. Fax No. |
| d. Address (Street, city, state, and ZIP code) Specific Store Addresses listed in Attachment B | e. Employer Representative Howard Schultz, CEO | g. e-mail hschultz@starbucks.com |
| | | h. Number of workers employed Approx. 100 |
| i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop | j. Identify principal product or service Food and Beverage | |

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

See Attachments A and B.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Workers United

| | |
|--|---------------------------------|
| 4a. Address (Street and number, city, state, and ZIP code) Workers United 22 South 22 nd St Philadelphia, PA 19103 | 4b. Tel. No. (646) 448-6414 |
| | 4c. Cell No. |
| | 4d. Fax No. (215) 575-9065 |
| | 4e. e-mail rminter@pjbwu.org |

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Service Employees International Union

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

(signature of representative or person making charge)

Marina Multhaup, Attorney

(Print/type name and title or office, if any)

Barnard Iglitzin & Lavitt LLP
18 West Mercer St., Ste. 400
Address Seattle, WA 98119

Date 10/03/2022

Tel. No.
(206) 257-6001

Office, if any, Cell No.

Fax No.
(206) 378-4132e-mail
multhaup@workerlaw.comWILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

ATTACHMENT A

Within the past six months, on a nationwide basis, Starbucks Corporation (the “Employer”) has failed and refused to bargain with the Union at stores represented by Workers United, including but not limited to all stores listed in Attachment B, by 1) improperly delaying and/or not acknowledging demands to bargain sent by the Union; 2) not providing a single bargaining date to begin negotiations despite repeated requests 3) improperly delaying the furnishing of information; and/or 4) providing unlawfully limited information without a legitimate basis for objection.

The above unlawful behaviors have made it impossible to begin bargaining a contract at all of the stores listed in Attachment B.

The Union requests 10(j) relief in this charge.

ATTACHMENT B


1. Store #07665 located at 4770 Transit Rd, Depew, NY 14043
2. Store #47843 located at 3186 Sheridan Dr, Amherst, NY 14226
3. Store #10395 located at 130 E Seneca St, Ithaca, NY 14850
4. Store #11932 located at 402 College Ave Suite 402, Ithaca, NY 14850
5. Store #65187 located at 722 South Meadow Street, Ithaca NY 14850

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE | |
|-----------------------------|------------------------------|
| Case 04-CA-301648 | Date Filed 8-18-22 |

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

| | | | | | |
|--|--|---|--|-------------------------------------|--|
| 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT | | | | | |
| a. Name of Employer Starbucks Corporation | | b. Tel. No. 215-387-1914 | | | |
| | | c. Cell No. | | | |
| | | f. Fax No. | | | |
| d. Address (Street, city, state, and ZIP code) 3401 Walnut Street, Philadelphia, PA 19103 | | e. Employer Representative Howard Schultz, CEO | | | |
| | | | | g. e-mail hschultz@starbucks.com | |
| | | | | h. Number of workers employed 20 | |
| i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop | | j. Identify principal product or service Food and Beverage | | | |
| The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1), (3) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. | | | | | |
| 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the past six months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act, discriminated against its employees because of their union activities, and refused to bargain in good faith with their union by the following acts: 1. Unilaterally reducing the work hours of store partners, including but not limited to (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C). 2. Reducing the scheduled work hours of store partner (b) (6), (b) (7)(C), resulting in (b) (6) constructive discharge. 3. Refusing to bargain over reductions in partners' work hours. | | | | | |
| 3. Full name of party filing charge (if labor organization, give full name, including local name and number) Workers United | | | | | |
| 4a. Address (Street and number, city, state, and ZIP code) 22 South 22 nd St Philadelphia, PA 19103 | | 4b. Tel. No. 646-448-6414 | | | |
| | | 4c. Cell No. | | | |
| | | 4d. Fax No. 215-575-9065 | | | |
| | | 4e. e-mail rminter@pjbwu.org | | | |
| 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) Service Employees International Union | | | | | |
| 6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.  (Signature of representative or person making charge) Barnard Iglitzin & Lavitt LLP 18 West Mercer St., Ste. 400 Address Seattle, WA 98119 | | Tel. No. 206-257-6019 | | | |
| | | Office, if any, Cell No. | | | |
| | | Fax No. 206-378-4132 | | | |
| | | e-mail gonzalez@workerlaw.com | | | |
| | | Date 08/18/2022 | | | |

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE | |
|----------------------------|------------|
| Case | Date Filed |
| 05-CA-300673 | 8/2/22 |

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

| 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT | |
|---|--|
| a. Name of Employer Starbucks Corporation | b. Tel. No. 703-829-1290 |
| | c. Cell No. |
| | f. Fax No. |
| d. Address (Street, city, state, and ZIP code) 526 E. Market Street Leesburg, VA 20176 | e. Employer Representative (b) (6), (b) (7)(C) |
| | g. e-mail (b) (6), (b) (7)(C)@starbucks.com |
| | h. Number of workers employed 24 |
| i. Type of Establishment (factory, mine, wholesaler, etc.) Coffe Shop | j. Identify principal product or service Food and Beverage |
| <p>The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.</p> | |
| <p>2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)</p> <p>The Mid-Atlantic Regional Joint Board, Workers United (" Union ") is the certified bargaining representative for all full-time and regular part-time baristas and shift supervisors employed by Starbucks Corp. (" Employer ") at its facility located at 526 East Market Street, Leesburg, Virginia. Since approximately May 3, 2022 and up through to the present date, the Employer has retaliated and attempted to coerce bargaining unit employees who support the Union by its selective and disparate application of newly implemented/modified policies, including but not limited to a new/modified dress code policy, sick leave policy, in-store safety</p> <p>(CONTINUED ON ATTACHED SHEET)</p> | |
| <p>3. Full name of party filing charge (if labor organization, give full name, including local name and number)</p> <p>Mid-Atlantic Regional Joint Board</p> | |
| 4a. Address (Street and number, city, state, and ZIP code) 5752 Industry Lane Building C- Suite 101 Frederick, MD 21704 | <p>4b. Tel. No. 410-659-2191</p> <p>4c. Cell No.</p> <p>4d. Fax No.</p> <p>4e. e-mail pjaysr@marjb.org</p> |
| <p>5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)</p> <p>Workers United a/w SEIU</p> | |
| <p>6. DECLARATION</p> <p>I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.</p> <p>Matthew D. Areman / Attorney</p> <p>(signature of representative of person making charge) (Print/type name and title or office, if any)</p> <p>123 S. Broad Street - Suite 2020; Phila, PA 19109</p> <p>Address Date August 2, 2022</p> | |
| <p>Tel. No. 215-875-3100</p> <p>Office, if any, Cell No.</p> <p>Fax No. 215-790-0668</p> <p>e-mail mareman@markowitzandrichman.com</p> | |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

CHARGE AGAINST EMPLOYER

2. Basis of the Charge (continued)

protocol, and disciplinary procedure. Moreover, the Employer's unilateral implementation/modification of the aforementioned policies was effectuated without notice or bargaining with the Union. The above-named employer also interfered with, coerced, discriminated and retaliated against employee (b) (6), (b) (7)(C) and ultimately terminated (b) (6), (b) (7)(C) employment on or about (b) (6), (b) (7)(C) 2022, for engaging in protected concerted activities and for the purpose of discouraging union membership.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE | |
|----------------------------|-----------------------|
| Case 06-CA-299353 | Date Filed 7/14/22 |

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

| | | |
|---|---|---|
| a. Name of Employer Starbucks Corporation | | b. Telephone No. 206-318-2212 |
| | | c. Case No. n/a |
| | | f. Fax No. n/a |
| d. Address (Street city state and ZIP code) 2401 Utah Ave. South, Ste. 800, Seattle, WA 98134 (See attachment for Pittsburgh-area location addresses) | e. Employer Representative Howard Schultz, President/CEO, | g. e mail hschultz@starbucks.com |
| | | h. Number of workers employed Approx. 26 |
| i. Type of Establishment (factory mine wholesaler etc) Coffee shop | j. Identify principal product or service Food and beverage | |

The above named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

See Attachment.

3. Full name of party filing charge (if labor organization give full name including local name and number)

Workers United

| | |
|--|-----------------------------------|
| 4a. Address (Street and number city state and ZIP code) 22 S. 22nd St., Philadelphia, PA 19103 | 4b. Telephone No. 646-448-6414 |
| | 4c. Case No. n/a |
| | 4d. Fax No. 215-575-9065 |
| | 4e. e mail phalin@pajbwu.org |

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Workers United a/w SEIU

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.



(signature of representative or person making charge)

Sarah Leah Tarlow, Attorney

(Print/type name and title or office, if any)

Address 230 S. Board St., Ste. 1400, Philadelphia, PA 19102 Date July 14, 2022

| |
|-----------------------------------|
| Telephone No. (215) 732-0101 |
| Office, if any, Case No. n/a |
| Fax No. (215) 732-7790 |
| e mail starlow@spearwilder.com |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA) 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Attachment to Charge Against Employer – Starbucks Corporation

1(d) – Employer Location

Pittsburgh-area Starbucks Corporation Location:

7 Market Square, Pittsburgh, PA, 15222

2 – Basis of the Charge

During the last six months, supervisors and agents of the Employer have:

1. Interfered with, restrained, and coerced its employees in the exercise of their rights protected by Section 7 of the Act by discriminating against certain employees by harassing, disparately treating, more closely supervising, strictly enforcing rules against them, and issuing written discipline to them because of their union activities or other concerted activities;
2. Discriminatorily terminated (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) on (b) (6), (b) (7)(C), 2022;
3. Violated employees' Section 7 rights by refusing the request to have their Weingarten representative present;
4. Failed to notify the Union before the termination of these employees, depriving the Union of the ability to negotiate whether termination was warranted and/or proper under the circumstances; and
5. Enforced company policies (including dress code rules) against employees who support the Union by threatening disciplinary action even though these same policies were not previously enforced before the start of the Union campaign.

The Employer's actions at Starbucks stores in and around Pittsburgh, Pennsylvania demonstrate a general disregard for, and a proclivity to deny employees fundamental rights guaranteed by the Act.

The widespread nature of the Employer's campaign to threaten and coerce employees in Pittsburgh and elsewhere warrants broad relief on a regional or broader basis. 10(j) relief is requested.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**FIRST AMENDED CHARGE
AGAINST EMPLOYER**

| DO NOT WRITE IN THIS SPACE | |
|----------------------------|-----------------------|
| Case 06-CA-299353 | Date Filed 8/17/22 |

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

| | | |
|---|---|---|
| a. Name of Employer Starbucks Corporation | | b. Telephone No. 206-318-2212 |
| | | c. Case No. n/a |
| | | f. Fax No. n/a |
| | | g. e-mail hschultz@starbucks.com |
| d. Address (Street city state and ZIP code) 2401 Utah Ave. South, Ste. 800, Seattle, WA 98134 (See attachment for Pittsburgh-area location addresses) | e. Employer Representative Howard Schultz, President/CEO, | h. Number of workers employed Approx. 26 |
| i. Type of Establishment (factory mine wholesaler etc.) Coffee shop | j. Identify principal product or service Food and beverage | |

The above named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

See Attachment.

3. Full name of party filing charge (if labor organization give full name including local name and number)

Workers United

| | |
|--|-----------------------------------|
| 4a. Address (Street and number city state and ZIP code) 22 S. 22nd St., Philadelphia, PA 19103 | 4b. Telephone No. 646-448-6414 |
| | 4c. Case No. n/a |
| | 4d. Fax No. 215-575-9065 |
| | 4e. e-mail phalin@pajbwu.org |

5. Full name of national or international labor organization on which this affidavit is based or constituent unit (to be filled in when charge is filed by a labor organization)

Workers United a/w SEIU

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.


(signature of representative or person making charge)Sarah Leah Tarlow, Attorney
(Print/type name and title or office, if any)Telephone No.
(215) 732-0101Office, if any, Case No.
n/aFax No.
(215) 732-7790e-mail
starlow@spearwilder.com

Address 230 S. Board St., Ste. 1400, Philadelphia, PA 19102 Date August 17, 2022

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA) 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Attachment to Charge Against Employer – Starbucks Corporation, case 06-CA-299353

1(d) – Employer Location

Pittsburgh-area Starbucks Corporation Locations:

7 Market Square, Pittsburgh, PA, 15222 (“Market Square”)

3464 William Penn Highway, Pittsburgh, PA 15235 (“Penn Center East”)

1400 East Carson Street, Pittsburgh, Pennsylvania 15203 (“East Carson Street”)

2 – Basis of the Charge

Market Square

Section 8(a)(3) and (1)

1. In early (b) (6), (b) (7)(C) 2022, the Employer disciplined employee (b) (6), (b) (7)(C) for wearing a Union t-shirt pursuant to the discriminatory enforcement of its dress code policies in retaliation for, or in order to discourage, Union activities.
2. On or about (b) (6), (b) (7)(C) 2022, the Employer disciplined employee (b) (6), (b) (7)(C) in retaliation for, or in order to discourage, Union activities.
3. On or about (b) (6), (b) (7)(C) 2022, the Employer disciplined employee (b) (6), (b) (7)(C) in retaliation for, or in order to discourage, Union activities.
4. On or about (b) (6), (b) (7)(C), 2022, the Employer disciplined employee (b) (6), (b) (7)(C) for wearing a Union t-shirt pursuant to the discriminatory enforcement of its dress code policies in retaliation for, or in order to discourage, Union activities.
5. On or about (b) (6), (b) (7)(C), 2022, the Employer discharged employees (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) in retaliation for, or in order to discourage, Union activities.
6. Since about July 13, 2022, (b) (6), (b) (7)(C) has denied employees access to a Market Square store-wide group chat in retaliation for, or in order to discourage, Union activities.

Section 8(a)(1)

7. Since about May 2022, the Employer has enforced its workplace rules concerning dress code in a manner that restricts employees exercise of their Section 7 rights.
8. In or around April and May 2022, via phone calls and one-on-one meetings at the store, (b) (6), (b) (7)(C) solicited grievances from employees.

9. Since about June 2022, the Employer has more closely scrutinized the timekeeping practices of employees.
10. On or about July 11, 2022, (b) (6), (b) (7)(C), acting as an agent of the Employer, during a conversation with employees working behind the counter at the Market Square store, threatened to send employees home pursuant to the discriminatory enforcement of the Employer's dress code policies.

Section 8(a)(5)

11. Since on or about June 6, 2022, the Employer has refused to bargain with the Union over discretionary disciplines and discharges issued to employees, and the effects thereof.

Penn Center East

Section 8(a)(3)

12. On or about (b) (6), (b) (7)(C), 2022, the Employer discharged employee (b) (6), (b) (7)(C) in retaliation for, or in order to discourage, Union activities.
13. On or about (b) (6), (b) (7)(C) 2022, the Employer discharged employee (b) (6), (b) (7)(C) in retaliation for, or in order to discourage, Union activities.

Section 8(a)(1)

14. On or about July 13, 2022, (b) (6), (b) (7)(C), during conversations with employees outside of the Penn Center East store and in the back area of the Penn Center East store, threatened employees with termination.
15. On or about July 15, 2022, (b) (6), (b) (7)(C), during conversations with employees in the back area of the Penn Center East store, threatened employees with termination.
16. On or about August 2, 2022, (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C), during conversations with employees in the café area of the Penn Center East store and in the back area of the Penn Center East store, denied employees their *Weingarten* right to representation.

Section 8(a)(5)

17. Since on or about June 6, 2022, the Employer has refused to bargain with the Union over discretionary disciplines and discharges issued to employees, and the effects thereof.

East Carson Street

Section 8(a)(1)

18. On or about July 17, 2022, (b) (6), (b) (7)(C) [REDACTED], during conversations with employees in the back area of the East Carson Street store, interrogated employees about their Union activities.

Section 8(a)(3)

19. Since about (b) (6), (b) (7)(C) [REDACTED] 2022, the Employer has scheduled employees for fewer hours in retaliation for, or in order to discourage, Union activities.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE | |
|----------------------------|----------------------|
| Case 06-CA-300540 | Date Filed 8/2/22 |

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

| | |
|---|---|
| 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT | |
| a. Name of Employer Starbucks Corporation | b. Telephone No. 208-318-2212 |
| | c. Certificate No. |
| | f. Fax No. |
| d. Address (Street, city, state, and ZIP code) 2401 Utah Avenue South, Suite 800 Seattle, WA 98134 | e. Employer Representative Howard Schultz, CEO |
| See Attachment | g. e-mail hschultz@starbucks.com |
| | h. Number of workers employed Over 1,000 |
| i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee shop | j. Identify principal product or service Food and beverage |
| The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3); (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. | |
| 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) See Attachment | |
| 3. Full name of party filing charge (if labor organization, give full name, including local name and number) Workers United | |
| 4a. Address (Street and number, city, state, and ZIP code) 22 South 22nd Street Philadelphia, PA 19103 | 4b. Telephone No. (646) 448-6414 |
| | 4c. Certificate No. |
| | 4d. Fax No. (215) 575-9065 |
| | 4e. e-mail rminter@pjbwu.org |
| 5. Full name of national or international labor organization of which it is an affiliate or constituent (to be filled in when charge is filed by a labor organization) Workers United a/w SEIU | |
| 6. DECLARATION | |
| I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. | |
| /s/ Michael Dolce | Michael Dolce, Attorney |
| (signature of representative or person making charge) | (Print/type name and title or office if any) |
| 135 Delaware Ave., Ste. 502, Buffalo, NY 14202 | August 2, 2022 |
| Address | Date |
| Te. No. (716) 912-3480 | |
| Office, if any, Certificate No. | |
| Fax No. | |
| e-mail mdolce@hayesdolce.com | |

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA) 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Attachment to Charge Against Employer

Section 1.d – Locations

The list of stores with changes in operational hours includes but is not limited to:

- 25 Astor Place, New York City, NY 10003
- 11 E. Central Street, Worcester, MA 01605
- 1730 22nd Avenue, Seattle, WA 98122
- 30-18 Astoria Boulevard, Long Island City, NY 11102
- 745 Ocean Street, Santa Cruz, CA 95060
- 620 Northwest Highway, Cary, IL 60098
- 4712 Cedar Avenue, Minneapolis, MN 55407
- 228 Robert C. Daniel Jr. Parkway, Augusta, GA 30907
- 1174 E. 55th Street, Chicago, IL 60615
- 12235 N. Center Drive, Portland, OR 97217
- 1895 Franklin Boulevard, Eugene, OR 97403
- 814 Iowa Street, Bellingham, WA 98225
- 120 S. Zeeb Road, Suite 101, Ann Arbor, MI 48013
- 12911 Factory Lane, Louisville, KY 40245
- 300 Snelling Ave S., Suite C, St. Paul, MN 55105
- 1601 Willow Lawn Drive, Richmond, VA 23230
- 1955 41st Avenue, Unit 1a, Capitola, CA 95010
- 2264-1 N. Monroe Street, Tallahassee, FL 32303
- 132 NW 23rd Street, Oklahoma City, OK 73103
- 4303 Meridian Street, Suite 101, Bellingham, WA 98226
- 933 Elmwood Avenue, Buffalo, NY 14222
- 126 West Rockland Plaza, Nanuet, NY 10954
- 3616 N. May Avenue, Oklahoma City, OK 73112
- 2320 W. University Drive, Denton, TX 76201
- 4585 Washtenaw Avenue, Ann Arbor, MI 48108
- 16806 Georgia Avenue, Olney, MD 20832
- 1775 Walden Avenue, Suite 500, Cheektowaga, NY 14225
- 9660 Transit Road, 101, East Amherst, NY 14051
- 3220 Sheridan Drive, Amherst, NY 14226
- 8880 S. Howell Avenue, Oak Creek, WI 53154
- 555 SW Oak Street, Portland, OR 97204
- 2328 W. Burnside Street, #2, Portland, OR 97210
- 2830 Willamette Street, Eugene, OR 97405
- 495 W. 7th Avenue, Eugene, OR 97401
- 3110 W. 11th Avenue Eugene, OR 97402
- 3464 William Penn Highway, Pittsburgh, PA 15235
- 7707 McKnight Road, Pittsburgh, PA 15237
- 1400 East Carson Street, Pittsburgh, PA 15203

- 4770 Transit Road, Depew, NY 14043
- 3390 E. 7th. Street, Long Beach, CA 90804
- 1123 NW 63rd Street, Nichols Hills, OK 73116
- 18710 East 39th Street S, Independence, MO 64057
- 1948 Beacon Street, Boston, MA 02135
- 308 W. Broadway Street, Gardener, MA 01440
- 75 Mt. Auburn Street, Watertown, MA 02472

Section 2 – Basis of Charge


In the past six months, the Employer has failed to bargain in good faith with Workers United as the exclusive collective-bargaining representative of unit employees by altering work hours, and related changes in scheduling, without providing the Union notice and an opportunity to bargain in violation of Section 8(a)(1) and (5). The Employer included amongst these changes a new policy, the “4am daypart divide” in a nationwide announcement to all stores. Such changes in work hours impact the health and safety of unit members who are now forced to report to work in the middle of the night.

The Employer interfered with, restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by creating the “4am daypart divide” policy in response to union activity and to discourage union activity in violation of Section 8(a)(1) and (3).

| | | | |
|-------------------------|--|-----------------------------------|--|
| FORM NLRB-501 (3-21) | UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER | DO NOT WRITE IN THIS SPACE | |
| Case 06-CA-302100 | | Date Filed 8/26/22 | |

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

| | | | |
|---|--|--|--|
| 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT | | | |
| a. Name of Employer Starbucks Corporation | | b. Telephone No. 206-318-2212 | |
| | | c. Certificate No. n/a | |
| | | f. Fax No. n/a | |
| | | g. e-mail hschultz@starbucks.com | |
| d. Address (Street city state and ZIP code) 2401 Utah Ave. South, Ste. 800, Seattle, WA 98134 (See attachment for Pittsburgh-area location addresses) | | e. Employer Representative Howard Schultz, President/CEO, | |
| | | h. Number of workers employed Approx. 26 | |
| i. Type of Establishment (factory mine wholesaler etc.) Coffee shop | | j. Identify principal product or service Food and beverage | |
| The above named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. | | | |
| 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) See Attachment. | | | |
| 3. Full name of party filing charge (if labor organization give full name including local name and number) Workers United | | | |
| 4a. Address (Street and number city state and ZIP code) 22 S. 22nd St., Philadelphia, PA 19103 | | 4b. Telephone No. 646-448-6414 | |
| | | 4c. Certificate No. n/a | |
| | | 4d. Fax No. 215-575-9065 | |
| | | 4e. e-mail phalin@pajbwu.org | |
| 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) Workers United a/w SEIU | | | |
| 6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.  (signature of representative or person making charge) | | Te. No. (215) 732-0101 Off ice, if any, Ce. No. n/a Fax No. (215) 732-7790 e-mail starlow@spearwilder.com | |
| Sarah Leah Tarlow, Attorney (Print/type name and title or office, if any) | | | |
| Address 230 S. Board St., Ste. 1400, Philadelphia, PA 19102 | | Date August 25, 2022 | |

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA) 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Attachment to Charge Against Employer – Starbucks Corporation

1(d) – Employer Location

Pittsburgh Greater Area Starbucks Corporation Location:

Lakeside Plaza, 4080 Washington Rd., McMurray, PA 15317 (“Peters Township”)

2 – Basis of the Charge

During the last six months, supervisors and agents of the Employer have:

1. Interfered with, restrained, and coerced its employees in the exercise of their rights protected by Section 7 of the Act by discriminating against certain employees by harassing, disparately treating, more closely supervising, strictly enforcing rules against them, and issuing written discipline to them because of their union activities or other concerted activities;
2. Discriminatorily terminated (b) (6), (b) (7)(C) on (b) (6), (b) (7)(C), 2022;
3. Failed to notify the Union before the termination of this employee, depriving the Union of the ability to negotiate whether termination was warranted and/or proper under the circumstances; and
4. Enforced company policies (including dress code rules) against employees who support the Union by threatening disciplinary action even though these same policies were not previously enforced before the start of the Union campaign.

The Employer’s actions at Starbucks stores in and around Pittsburgh, Pennsylvania demonstrate a general disregard for, and a proclivity to deny employees fundamental rights guaranteed by the Act.

The widespread nature of the Employer’s campaign to threaten and coerce employees in Pittsburgh and elsewhere warrants broad relief on a regional or broader basis. 10(j) relief is requested.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

06-CA-304556

Date Filed

10/03/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

| | | |
|--|---|---|
| a. Name of Employer Starbucks Corporation | | b. Tel. No. (206) 318-2212 |
| | | c. Cell No. |
| | | f. Fax No. |
| d. Address (Street, city, state, and ZIP code) 4765 Liberty Avenue Pittsburgh, PA 15224 (Store #07749) | e. Employer Representative Howard Schultz, CEO | g. e-mail hschultz@starbucks.com |
| | | h. Number of workers employed Approx. 20 |
| | | |
| i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop | j. Identify principal product or service Food and Beverage | |

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the past six months, on a nationwide basis, Starbucks Corporation (the "Employer") has failed and refused to bargain with the Union at the store located at 4765 Liberty Avenue Pittsburgh, PA 15224 by 1) improperly delaying and/or not acknowledging demands to bargain sent by the Union; 2) not providing a single bargaining date to begin negotiations despite repeated requests 3) improperly delaying the furnishing of information; and/or 4) providing unlawfully limited information without a legitimate basis for objection.

The above unlawful behaviors have made it impossible to begin bargaining a contract at this store.

The Union requests 10(j) relief in this charge.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Workers United

| | |
|--|---------------------------------|
| 4a. Address (Street and number, city, state, and ZIP code) Workers United 22 South 22 nd St Philadelphia, PA 19103 | 4b. Tel. No. (646) 448-6414 |
| | 4c. Cell No. |
| | 4d. Fax No. (215) 575-9065 |
| | 4e. e-mail rminter@pjbwu.org |

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Service Employees International Union

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.



(signature of representative or person making charge)

Marina Multhaup, Attorney

(Print/type name and title or office, if any)

Barnard Iglitzin & Lavitt LLP
18 West Mercer St., Ste. 400
Address Seattle, WA 98119

Date 10/03/2022

Tel. No.
(206) 257-6001

Office, if any, Cell No.

Fax No.
(206) 378-4132

e-mail
multhaup@workerlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE | |
|----------------------------|------------|
| Case | Date Filed |
| 10-CA-300497 | 08-01-2022 |

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

| | | |
|---|---|--|
| a. Name of Employer Starbucks Corporation | | b. Tel. No. 865-688-2891 |
| | | c. Cell No. |
| | | f. Fax No. |
| d. Address (Street, city, state, and ZIP code) 116 Merchant Dr., Knoxville, TN 37912 | e. Employer Representative (b) (6), (b) (7)(C) | g. e-mail (b) (6), (b) (7)(C)@starbucks.com |
| | | h. Number of workers employed 28 |
| | | |
| i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee shop | j. Identify principal product or service Food and beverage | |

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3); (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)
During the past six months and continuing:

- 1) Starbucks interfered with, restrained, and coerced its employees in the exercise of Section 7 rights, and sought to discourage membership in Workers United, by disciplining employee (b) (6), (b) (7)(C) for engaging in protected concerted and Union activities, and
- 2) Starbucks refused to bargain collectively with the representative of its employees by making changes to working hours without notice to, and negotiating with, Workers United.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
Workers United, Southern Regional Joint Board

| | |
|--|-------------------------------------|
| 4a. Address (Street and number, city, state, and ZIP code) 1777 Phoenix Parkway, Suite 230 Atlanta, GA 30349 | 4b. Tel. No. |
| | 4c. Cell No. |
| | 4d. Fax No. |
| | 4e. e-mail baumann2468@gmail.com |

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
Workers United

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

s/ Michael B. Schoenfeld

Michael B. Schoenfeld, Attorney

(signature of representative or person making charge)

(Print/type name and title or office, if any)

Stanford Fagan LLC, 2540 Lakewood Ave. SW, Atlanta,
Address GA 30315

Date Aug 1, 2022

Tel. No.
404-622-0521, ext. 2244

Office, if any, Cell No.

Fax No.

e-mail
michaels@sfglawyers.comWILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
FIRST AMENDED CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE | |
|-----------------------------|--------------------------------|
| Case 10-CA-300497 | Date Filed 9/20/2022 |

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

| | | |
|---|---|--------------------------------------|
| a. Name of Employer Starbucks Corporation | | b. Tel. No. 865-688-2891 |
| | | c. Cell No. |
| | | f. Fax No. |
| d. Address (Street, city, state, and ZIP code) 116 Merchant Dr., Knoxville, TN 37912 | e. Employer Representative (b) (6), (b) (7)(C) | g. e-mail troderick@starbucks.com |
| | | h. Number of workers employed 28 |
| | | |
| i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee shop | j. Identify principal product or service Food and beverage | |

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3); (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)
During the past six months and continuing:

- 1) Starbucks interfered with, restrained, and coerced its employees in the exercise of Section 7 rights, and sought to discourage membership in Workers United, by disciplining and terminating employee (b) (6), (b) (7)(C) for engaging in protected concerted and Union activities; and
- 2) Starbucks refused to bargain collectively with the representative of its employees by making changes to working hours without notice to, and negotiating with, Workers United.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
Workers United, Southern Regional Joint Board

| | |
|--|-------------------------------------|
| 4a. Address (Street and number, city, state, and ZIP code) 1777 Phoenix Parkway, Suite 230 Atlanta, GA 30349 | 4b. Tel. No. |
| | 4c. Cell No. |
| | 4d. Fax No. |
| | 4e. e-mail baumann2468@gmail.com |

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
Workers United**6. DECLARATION**

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

s/ Michael B. Schoenfeld

Michael B. Schoenfeld, Attorney

(signature of representative or person making charge)

(Print/type name and title or office, if any)

Stanford Fagan LLC, 2540 Lakewood Ave. SW, Atlanta,
Address GA 30315

Date Sep 19, 2022

Tel. No.
404-622-0521, ext. 2244

Office, if any, Cell No.

Fax No.

e-mail
michaels@sfglawyers.com**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE | |
|----------------------------|------------|
| Case | Date Filed |
| 10-CA-300921 | 8/8/2022 |

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

| | | |
|--|--|-------------------------------------|
| a. Name of Employer Starbucks Corporation | | b. Tel. No. 208-318-2212 |
| | | c. Cell No. |
| | | f. Fax No. |
| d. Address (Street, city, state, and ZIP code) 2401 Utah Avenue South, Suite 800 Seattle, WA 98134 | e. Employer Representative Howard Schultz, CEO (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) @gmail.com | g. e-mail hschultz@starbucks.com |
| 4686 Clemson Blvd., Anderson, SC 29621 | | h. Number of workers employed 25 |
| i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee shop | j. Identify principal product or service Food and beverage | |

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

In the past six months, the above-named Employer, by its officers, agents, and representatives, has violated the Act by:

On or about (b) (6), (b) (7)(C) 2022, Starbucks suspended or effectively suspended Union leaders and supporters, prohibited them from working in other Starbucks locations, banned them from entering all Starbucks locations, reported them to police, and closed the store's operation, in retaliation for workers' protected concerted activity. Starbucks failed to give the Union notice or an opportunity to bargain over any of these actions.

The Union seeks expedited injunctive relief under Section 10(j) of the Act to prevent irreparable destruction of employee rights.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Workers United, Southern Regional Joint Board

| | |
|--|-------------------------------------|
| 4a. Address (Street and number, city, state, and ZIP code) 1777 Phoenix Parkway, Suite 230, Atlanta, GA 30349 | 4b. Tel. No. 770-306-8856 |
| | 4c. Cell No. |
| | 4d. Fax No. |
| | 4e. e-mail baumann2468@gmail.com |

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Workers United, a/w SEIU

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

Ian Hayes, Attorney

(signature of representative or person making charge)

(Print/type name and title or office, if any)

Tel. No.
716-608-3427

Office, if any, Cell No.

Fax No.

e-mail
ihayes@hayesdolce.com

Hayes Dolce

Address 135 Delaware Ave., Ste. 502, Buffalo, NY 14202

Date Aug 6, 2022

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE | |
|----------------------------|------------|
| Case | Date Filed |
| 10-CA-301421 | 8/16/2022 |

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

| | | |
|--|--|--|
| a. Name of Employer Starbucks Corporation | | b. Tel. No. 706-731-0847 |
| | | c. Cell No. |
| | | f. Fax No. |
| d. Address (Street, city, state, and ZIP code) 2401 Utah Avenue South, Suite 800, Seattle, WA 98134 228 Robert C Daniel Jr Pkwy, Augusta, GA 30907 | e. Employer Representative Howard Schultz, CEO (b) (6), (b) (7)(C) | g. e-mail (b) (6), (b) (7)(C)@starbucks.com |
| | | h. Number of workers employed 38 |
| i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee shop | j. Identify principal product or service Food and beverage | |

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3); (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or around (b) (6), (b) (7)(C) 2022, Starbucks interfered with, restrained, and coerced its employees in the exercise of Section 7 rights, and sought to discourage membership in Workers United by terminating (b) (6), (b) (7)(C) or engaging in protected concerted and Union activities. Starbucks failed to give the Union notice or an opportunity to bargain over this disciplinary action.

The Union seeks expedited injunctive relief under Section 10(j) of the Act to prevent irreparable destruction of employee rights.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
Workers United, Southern Regional Joint Board

| | |
|--|-------------------------------------|
| 4a. Address (Street and number, city, state, and ZIP code) 1777 Phoenix Parkway, Suite 230, Atlanta, GA 30349 | 4b. Tel. No. |
| | 4c. Cell No. |
| | 4d. Fax No. |
| | 4e. e-mail baumann2468@gmail.com |

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
Workers United

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

s/ Michael B. Schoenfeld

Michael B. Schoenfeld, Attorney

(signature of representative or person making charge)

(Print/type name and title or office, if any)

Stanford Fagan LLC, 2540 Lakewood Ave. SW, Atlanta,

Address GA 30315

Date Aug. 16, 2022

Tel. No.
404-622-0521, ext. 2244

Office, if any, Cell No.

Fax No.

e-mail
michaels@sfglawyers.com**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE | |
|-----------------------------|-------------------------------|
| Case 10-CA-302699 | Date Filed 9/6/2022 |

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

| 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT | |
|--|--|
| a. Name of Employer Starubcks Corporation | b. Tel. No. 208-318-2212 |
| | c. Cell No. |
| | f. Fax No. |
| d. Address (Street, city, state, and ZIP code) 2401 Utah Avenue South, Suite 800 Seattle, WA 98134 4686 Clemson Blvd., Anderson, SC 29621 | e. Employer Representative Howard Schultz, CEO (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) @gmail.com |
| | g. e-mail hschultz@starbucks.com |
| | h. Number of workers employed 25 |
| i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop | j. Identify principal product or service Food and beverage |
| <p>The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.</p> | |
| <p>2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) In the past six months, the above-named Employer, by its officers, agents, and representatives, has violated the Act by:</p> <p>On or about (b) (6), (b) (7)(C) 2022, Starbucks terminated six (b) (6), (b) (7)(C) in retaliation for their Union activity - (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) Starbucks failed to give the Union notice or an opportunity to bargain over the terminations.</p> <p>The Union seeks expedited injunctive relief under Section 10(j) of the Act to prevent irreparable destruction of employee rights.</p> | |
| <p>3. Full name of party filing charge (if labor organization, give full name, including local name and number) Workers United, Southern Regional Joint Board</p> | |
| 4a. Address (Street and number, city, state, and ZIP code) 1777 Phoenix Parkway, Suite 230, Atlanta, GA 30349 | 4b. Tel. No. 770-306-8856 |
| | 4c. Cell No. |
| | 4d. Fax No. |
| | 4e. e-mail baumann2468@gmail.com |
| <p>5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) Workers United, a/w SEIU</p> | |
| <p>6. DECLARATION</p> <p>I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.</p> <p> Ian Hayes, Attorney</p> <p>(signature of representative or person making charge) (Print/type name and title or office, if any)</p> <p>Hayes Dolce Address 135 Delaware Ave., Ste 502, Buffalo, NY 14202 Date 9-2-22</p> | |
| <p>Tel. No. 716-608-3427</p> <p>Office, if any, Cell No.</p> <p>Fax No.</p> <p>e-mail ihayes@hayesdolce.com</p> | |

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE | |
|----------------------------|------------|
| Case | Date Filed |
| 10-CA-302805 | 09/07/2022 |

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

| | | |
|---|--|-------------------------------------|
| a. Name of Employer Starbucks Corporation | | b. Tel. No. 208-318-2212 |
| | | c. Cell No. |
| | | f. Fax No. |
| d. Address (Street, city, state, and ZIP code) 2401 Utah Avenue South, Suite 800 Seattle, WA 98134 121 Cusick Rd., Alcoa, TN 37701 | e. Employer Representative Howard Schultz, CEO (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) @starbucks.com | g. e-mail hschultz@starbucks.com |
| | | h. Number of workers employed 30 |
| i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee shop | j. Identify principal product or service Food and beverage | |

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

In the past six months, the above-named Employer, by its officers, agents, and representatives, has violated the Act by:

The Employer prohibited the posting of Union literature in non-public areas of the store, contrary to a longstanding policy. The Employer made this change without notice or an opportunity to bargain to the Union. On or about September 7, 2022, a representative of the Employer threatened discipline of a Union supporter in retaliation for Union activity. The Union seeks expedited injunctive relief under Section 10(j) of the Act to prevent irreparable destruction of employee rights.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
Workers United, Southern Regional Joint Board

| | |
|--|-------------------------------------|
| 4a. Address (Street and number, city, state, and ZIP code) 1777 Phoenix Parkway, Suite 230, Atlanta, GA 30349 | 4b. Tel. No. 770-306-8856 |
| | 4c. Cell No. |
| | 4d. Fax No. |
| | 4e. e-mail baumann2468@gmail.com |

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
Workers United, a/w SEIU

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

Ian Hayes, Attorney

(signature of representative or person making charge)

(Print/type name and title or office, if any)

Tel. No.
716-608-3427

Office, if any, Cell No.

Fax No.

e-mail
ihayes@hayesdolce.com

Hayes Dolce

Address 135 Delaware Ave., Ste. 502, Buffalo, NY 14202

Date 9-7-22

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

10-CA-304520

Date Filed

10/3/22

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

| | |
|--|---|
| a. Name of Employer Starbucks Corporation | b. Tel. No. (206) 318-2212 |
| | c. Cell No. |
| | f. Fax No. |
| d. Address (Street, city, state, and ZIP code) 116 Merchant Dr, Knoxville, TN 37912 (Store #09780) | e. Employer Representative Howard Schultz, CEO |
| | g. e-mail hschultz@starbucks.com |
| | h. Number of workers employed Approx. 20 |
| i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop | j. Identify principal product or service Food and Beverage |

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the past six months, on a nationwide basis, Starbucks Corporation (the "Employer") has failed and refused to bargain with the Union at the store located at 116 Merchant Dr, Knoxville, TN 37912 by 1) improperly delaying and/or not acknowledging demands to bargain sent by the Union; 2) not providing a single bargaining date to begin negotiations despite repeated requests 3) improperly delaying the furnishing of information; and/or 4) providing unlawfully limited information without a legitimate basis for objection.

The above unlawful behaviors have made it impossible to begin bargaining a contract at this store.

The Union requests 10(j) relief in this charge.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Workers United

| | |
|--|---------------------------------|
| 4a. Address (Street and number, city, state, and ZIP code) Workers United 22 South 22 nd St Philadelphia, PA 19103 | 4b. Tel. No. (646) 448-6414 |
| | 4c. Cell No. |
| | 4d. Fax No. (215) 575-9065 |
| | 4e. e-mail rminter@pjbwu.org |

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Service Employees International Union

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.



(signature of representative or person making charge)

Marina Multhaup, Attorney

(Print/type name and title or office, if any)

Barnard Iglitzin & Lavitt LLP
18 West Mercer St., Ste. 400
Address Seattle, WA 98119

Date 10/03/2022

Tel. No.
(206) 257-6001

Office, if any, Cell No.

Fax No.
(206) 378-4132

e-mail
multhaup@workerlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE | |
|-----------------------------|------------------------------------|
| Case 14-CA-291665 | Date Filed March 4, 2022 |

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

| | | |
|--|--|---|
| a. Name of Employer Starbucks Corporation | | b. Tel. No. |
| | | c. Cell No. |
| | | f. Fax No. |
| d. Address (Street, city, state, and ZIP code) 101201 W. 75th St. Overland Park, KS 66204 | e. Employer Representative (b) (6), (b) (7)(C) | g. e-mail (b) (6), (b) (7)(C)@starbucks.com |
| | | h. Number of workers employed 20 |
| | | i. Type of Establishment (factory, mine, wholesaler, etc.) Retailer |
| j. Identify principal product or service Coffee | | |

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsection (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the past six months, the Employer unlawfully failed and refused to recognize the Union and bargain in good faith when, during a meeting with management, a majority of bargaining unit members presented a petition signed by a majority of bargaining unit members showing proof that a majority wish to be represented by the Union. This proof of majority status denied the Employer of any good-faith reason to question that the Union has majority support within the bargaining unit, but the Employer continues to fail to recognize the Union.

Due to the nature of the Employer's illegal conduct, the Union requests that the Board issue a bargaining order and seek immediate 10(j) relief.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)**Chicago and Midwest Regional Joint Board, Workers United/SEIU**

| | |
|--|---------------------------------------|
| 4a. Address (Street and number, city, state, and ZIP code) 333 S. Ashland Ave. Chicago, IL 60607 | 4b. Tel. No. (312) 738-6100 |
| | 4c. Cell No. |
| | 4d. Fax No. |
| | 4e. e-mail |

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
Workers United/SEIU**6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.



(signature of representative or person making charge)

Gabe Frumkin, Attorney

(Print/type name and title or office, if any)

**Barnard Iglitzin & Lavitt LLP
18 West Mercer St., Ste. 400
Address Seattle, WA 98119**Date **03/04/2022**Tel. No. **(206) 257-6012**

Office, if any, Cell No.

Fax No. **206-378-4132**e-mail
Frumkin@workerlaw.com**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**


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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**FIRST AMENDED CHARGE
AGAINST EMPLOYER**

| DO NOT WRITE IN THIS SPACE | |
|-----------------------------|-----------------------------------|
| Case 14-CA-291665 | Date Filed June 8, 2022 |

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

| | | | |
|--|--|---|--|
| 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT | | | |
| a. Name of Employer Starbucks Corporation | | b. Tel. No. (206) 318-2212 | |
| | | c. Cell No. | |
| | | f. Fax No. | |
| d. Address (Street, city, state, and ZIP code) 10201 W. 75th St., Overland Parks, KS 66204 | | e. Employer Representative (b) (6), (b) (7)(C) | |
| | | g. e-mail (b) (6), (b) (7)(C)@starbucks.com | |
| | | h. Number of workers employed approx. 20 | |
| i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop | | j. Identify principal product or service Food and Beverage | |
| The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. | | | |
| 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Please see attached | | | |
| 3. Full name of party filing charge (if labor organization, give full name, including local name and number) Chicago and Midwest Regional Joint Board, Workers United/SEIU | | | |
| 4a. Address (Street and number, city, state, and ZIP code) 333 S. Ashland Ave., Chicago, IL 60607 | | 4b. Tel. No. 312 738 6100 | |
| | | 4c. Cell No. | |
| | | 4d. Fax No. | |
| | | 4e. e-mail | |
| 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) Worker Untied/ Service Employees International Union | | | |
| <p align="center">6. DECLARATION</p> <p align="center">I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.</p> <p> (signature of representative or person making charge)</p> <p>Barnard Iglitzin & Lavitt LLP 18 West Mercer St., Ste. 400 Address Seattle, WA 98119</p> | | <p>Tel. No. (206) 257-6012</p> <p>Office, if any, Cell No.</p> <p>Fax No. (206) 378-4132</p> <p>e-mail frumkin@workerlaw.com</p> | |
| <p align="center">Gabe Frumkin, Attorney (Print/type name and title or office, if any)</p> <p align="right">Date 6/8/2022</p> | | | |

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

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The Employer violated Section 8(a)(1) and (5) of the Act when on or about January 31, 2022; March 3, 2022; and March 7, 2022, and continuing to present, it refused to recognize and bargain with the Union as the collective-bargaining representative of its employees where it did not have a good faith doubt as to the Union's majority status.

On February 2, 2022, the Employer, through (b) (6), (b) (7)(C) threatened employees with reprisal if they declined to listen to employer speech concerning employee exercise of Section 7 rights in violation of Section 8(a)(1) of the Act.

On dates including but not limited to a date in early February 2022; February 15, 2022; February 16, 2022, the Employer, through (b) (6), (b) (7)(C), threatened employees with reprisal if they declined during Partner Development Conversations to listen to employer speech concerning employee exercise of Section 7 rights in violation of Section 8(a)(1) of the Act.

On March 3, 2022, the Employer, through (b) (6), (b) (7)(C), threatened employees with reprisal if they declined to listen to employer speech concerning employee exercise of Section 7 rights in violation of Section 8(a)(1) of the Act.

Due to the nature of the Employer's illegal conduct in this and other cases, the Union requests that the Board issue a bargaining order and seek immediate 10(j) relief.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

14-CA-298038

Date Filed

June 22, 2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

| | | |
|---|--|-------------------------------------|
| a. Name of Employer Starbucks | | b. Tel. No. (b) (6), (b) (7)(C) |
| | | c. Cell No. |
| | | f. Fax No. |
| d. Address (Street, city, state, and ZIP code) 1500 S Lindbergh Blvd MO St. Louis 63131 | e. Employer Representative | g. e-mail |
| | | h. Number of workers employed 26 |
| i. Type of Establishment (factory, mine, wholesaler, etc.) Restaurants | j. Identify principal product or service Coffee | |

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 5,3 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

--See additional page--

(b) (6), (b) (7)(C) filing charge (if labor organization, give full name, including local name and number)

| | |
|---|-------------------------------------|
| 4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C) | 4b. Tel. No. (b) (6), (b) (7)(C) |
| | 4c. Cell No. |
| | 4d. Fax No. |
| | 4e. e-mail (b) (6), (b) (7)(C) |

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(signature of representative or person making charge)

(Print/type name and title or office, if any)

(b) (6), (b) (7)(C)

Address

Date 06/22/2022 05:08:57 PM

Tel. No.

(b) (6), (b) (7)(C)

Office, if any, Cell No.

Fax No.

e-mail

(b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Basis of the Charge

8(a)(3)

Within the previous six months, the Employer disciplined or retaliated against an employee(s) because the employee(s) joined or supported a labor organization and in order to discourage union activities and/or membership.

| Name of employee disciplined/retaliated against | Type of discipline/retaliation | Approximate date of discipline/retaliation |
|---|--------------------------------|--|
| Entire Staff | New/Arbitrary Rule Enforcement | 06/20/2022 |

8(a)(5)

Within the previous six months, the Employer failed and refused to bargain in good faith with the union as the collective bargaining representative of its employees by making unilateral changes in terms and conditions of employment.

| List Changes | Approximate date of change |
|---|----------------------------|
| (b) (6), (b) (7)(C) introduced an unenforced rule | 06/20/2022 |

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
14-CA-299315Date Filed
July 13, 2022**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

| | | |
|---|---|---|
| a. Name of Employer Starbucks Corporation | | b. Te . No. 208-318-2212 |
| | | c. Ce No. |
| | | f. Fax. No. |
| d. Address (Street, city, state, and ZIP code) 2401 Utah Avenue South, Suite 800 132 NW 23rd St., Oklahoma City, OK | e. Employer Representative Howard Schultz, CEO (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)@starbucks.com | g. e-ma hschultz@starbucks.com |
| | | h. Number of workers employed 33 |
| | | |
| . Type of Establishment (factory, mine, wholesaler, etc.) Coffee shop | | j. Identify principal product or service Food and beverage |

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

The NLRB certified the Union as the bargaining representative of employees in May 2022. Despite this, the Employer did not give notice or an opportunity to bargain over an announced change to the store's Time and Attendance Policy and call-in policy, both of which were announced in June 2022 and went into effect June 20, 2022, in violation of the Employer's obligations to bargain under the Act. The Employer has also refused to bargain over the effects of implementing such changes in policies. The Employer also threatened a Union representative in or around July 12, 2022, claiming that the duty to bargain does not extend to "policies" and only to "wages and benefits" and that the Employer would not bargain over anything for at least a year.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
Workers United

| | |
|---|-------------------------------|
| 4a. Address (Street and number, city, state, and ZIP code) 22 South 22nd St, Philadelphia PA 16103 | 4b. Te . No. 646 448 6414 |
| | 4c. Ce No. |
| | 4d. Fax No. |
| | 4e. e-ma rminter@pjbwu.org |

5. Full name of national or international labor organization of which it is an affiliate or constituent (to be filled in when charge is filed by a labor organization)
Workers United, a/w SEIU

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

/s/ Michael Dolce

Michael Dolce, Attorney

(signature of representative or person making charge)

(Print/type name and title or office if any)

135 Delaware Ave., Ste. 502, Buffalo, NY 14202

July 13, 2022

Address

Date

Te . No.
716-912-3480

Office, if any, Ce No.

Fax No.

e-ma
mdolce@hayesdolce.com**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA) 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
FIRST AMENDED CHARGE AGAINST EMPLOYER

INSTRUCTIONS:**DO NOT WRITE IN THIS SPACE**

Case

Date Filed

14-CA-299315

August 1, 2022

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

| | | |
|---|--|---|
| a. Name of Employer Starbucks Corporation | | b. Tele. No. (208) 318-2212 / (b) (6), (b) (7)(C) |
| d. Address (Street city state and ZIP code) 2401 Utah Avenue South, Suite 800 Seattle, WA 98134 132 NW 23rd Street, Oklahoma City, OK 73103 | | c. Case No. f. Fax No. g. e mail hschultz@starbucks.com h. Number of Workers Employed 33 |
| e. Employer Representative Howard Schultz, CEO (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)@starbucks.com | j. Identify Principal Product or Service Food and Beverage | |
| i. Type of Establishment (factory mine wholesaler etc.) Coffee Shop | | |
| k. The above named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. | | |
| 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) | | |

SEE ATTACHED

| | | | |
|---|--|---|--|
| 3. Full name of party filing charge (if labor organization give full name including local name and number) Workers United | | 4b. Tele. No. (646) 448-6414 | |
| 4a. Address (Street and number city state and ZIP code) 22 South 22nd Street, Philadelphia, PA 19103 | | 4c. Case No. 4d. Fax No. (215) 575-9065 | |
| 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) Workers United, a/w SEIU | | 4e. e mail rminter@pjbwu.org | |
| 6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. /s/ Michael Dolce (signature of representative or person making charge) | | Te. No. (716) 912-3480 Office, if any, Case No. Fax No. e mail mdolce@hayesdolce.com | |
| Address: 135 Delaware Ave., Ste. 502, Buffalo, NY 14202 | | Michael Dolce, Attorney (Print/type name and title or office if any) Date: August 1, 2022 | |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

ATTACHMENT

2. Basis of Charge

On or about June 20, 2022, the Employer interfered with, restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by changing the Time and Attendance Policy and Call-In Policy in response to Union or other protected concerted activity in violation of Section 8(a)(3).

On July 12, 2022, the Employer, through (b) (6), (b) (7)(C), told employees that the Employer would not negotiate over policies, including but not limited to attendance and dress code policies, and would only negotiate over pay and benefits in violation of Section 8(a)(1) of the Act.

On July 12, 2022, the Employer, through (b) (6), (b) (7)(C), threatened employees with stricter enforcement of policies going forward because employees engaged in union activity.

On July 12, 2022, the Employer, through (b) (6), (b) (7)(C), told employees that it could take a year to even begin negotiations for a contract in violation of Section 8(a)(1) of the Act.

On or about July 18, 2022, the Employer interfered with, restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by creating a policy prohibiting the posting of Union literature in response to Union or other protected concerted activity in violation of Section 8(a)(1) and/or (3).

On or about July 22, 2022, the Employer interfered with, coerced and restrained employees in the exercise of rights protected by Section 7 of the Act by removing union literature from non-work areas of the store and removing references to the union from the Community Board in violation of Section 8(a)(1).

On or about July 28, 2022, the Employer, through (b) (6), (b) (7)(C), threatened employees with corrective action if they posted union literature at the store.

The Employer has failed to bargain in good faith with Workers United as the exclusive collective-bargaining representative of unit employees by making unilateral changes to the status quo enforcement of the following policies and/or procedures without providing the Union notice and opportunity to bargain in violation of Section 8(a)(5):

| | |
|---------------------------|--|
| On or about June 20, 2022 | Time and Attendance Policy |
| On or about June 20, 2022 | Call In Policy |
| On or about July 18, 2022 | Dress Code Policy |
| On or about July 18, 2022 | Posting of Union Literature in Non-work areas and posting of union communications on the Community Board |
| On or about July 20, 2022 | Store Hours |

Since on or about July 5, 2022 and continuing to present, the Employer has failed and refused to bargain in good faith with Workers United as the exclusive collective-bargaining representative of unit employees by refusing to bargain over changes to policy and procedure affecting terms and conditions of employment.

Since on or about July 5, 2022 and continuing to present, the Employer has failed and refused to bargain in good faith with Workers United as the exclusive collective-bargaining representative of unit employees by refusing to respond to the Union's request to bargain a contract.

Since on or about July 5, 2022 and continuing to present, the Employer has failed and refused to bargain in good faith with Workers United by failing and refusing to provide information requested by the Union's bargaining committee via email on July 5, 2022.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE | |
|-----------------------------|------------------------------------|
| Case 14-CA-300070 | Date Filed July 25, 2022 |

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

| | | |
|---|---|-------------------------------------|
| a. Name of Employer Starbucks Corporation | | b. Tel. No. 206-318-2212 |
| | | c. Cell No. |
| | | f. Fax No. |
| d. Address (Street, city, state, and ZIP code) 2401 Utah Avenue South, Suite 800 3616 N May Avenue Oklahoma City, OK 73112 | e. Employer Representative Howard Schultz, President and CEO (see attached for (b) (6), (b) (7)(C)) | g. e-mail hschultz@starbucks.com |
| | | h. Number of workers employed 28 |
| i. Type of Establishment (factory, mine, wholesaler, etc.) retail | j. Identify principal product or service coffee | |

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)


The NLRB certified the Union as the bargaining representative of employees in June 2022. The union requested bargaining over health & safety aspects of upcoming remodeling work, as well as over employee staffing during the remodeling. Finally, the union requested information in connection with its request to bargain. Despite the approaching remodeling work, the company has not responded to the request to bargain or for information, in violation of the Employer's obligations to bargain under the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
Workers United

| | |
|---|---------------------------------|
| 4a. Address (Street and number, city, state, and ZIP code) 22 South 22nd St, Philadelphia PA 16103 | 4b. Tel. No. 646 448 6414 |
| | 4c. Cell No. |
| | 4d. Fax No. |
| | 4e. e-mail rminter@pjbwu.org |

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
SEIU**6. DECLARATION**

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.


(signature of representative or person making charge)

Manuel Quinto-Pozos, Attorney

(Print/type name and title or office, if any)

Tel. No.
(512) 474-6200

Office, if any, Cell No.

Fax No.
(512) 474-7896e-mail
mqp@ddollaw.com

Address 707 W. 34th St., Suite 3, Austin, TX 78705

Date Jul 25, 2022

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE | |
|----------------------------|-------------------------------|
| Case 14-CA-301096 | Date Filed August 10, 2022 |

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

| 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT | |
|---|--|
| a. Name of Employer Starbucks Corporation | b. Tel. No. 816-795-2708 |
| | c. Cell No. |
| | f. Fax No. |
| d. Address (Street, city, state, and ZIP code) 18710 East 39th Street, Independent, MO 64057 | e. Employer Representative (b) (6), (b) (7)(C) |
| | g. e-mail (b) (6), (b) (7)(C)@starbucks.com |
| | h. Number of workers employed 26 |
| i. Type of Establishment (factory, mine, wholesaler, etc.) Retail | j. Identify principal product or service Coffee |
| The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3), (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. | |
| 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the past six months, the Employer has discriminated against employees in order to discourage Union activities and has failed to bargain in good faith over mandatory subjects of bargaining by unilaterally changing its policy of permitting student-employees to take extended leaves of absence during breaks in their school semesters, without any impact on their employment status, to requiring student-employees to resign in such circumstances without guarantee of re-employment. | |
| 3. Full name of party filing charge (if labor organization, give full name, including local name and number) Chicago & Midwest Regional Joint Board, Workers United, affiliated with SEIU. | |
| 4a. Address (Street and number, city, state, and ZIP code) 333 S. Ashland Ave. Chicago, IL 60607 | 4b. Tel. No. |
| | 4c. Cell No. |
| | 4d. Fax No. |
| | 4e. e-mail |
| 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) Workers United | |
| 6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. <u>David P. Lichtman</u> David P. Lichtman, Attorney (signature of representative or person making charge) (Print/type name and title or office, if any) | |
| Tel. No. 312-372-1361 | |
| Office, if any, Cell No. | |
| Fax No. | |
| e-mail dlichtman@laboradvocates.com | |
| Dowd, Bloch, Bennett, Cervone, Auerbach & Yokich, LLP Address 8 S. Michigan Ave. 19th Floor, Chicago, IL 60603 Date 08/10/2022 | |

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

INSTRUCTIONS:

| DO NOT WRITE IN THIS SPACE | |
|----------------------------|------------|
| Case | Date Filed |
| 16-CA-303104 | 9/9/2022 |

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

| | | |
|---|--|--|
| a. Name of Employer STARBUCKS CORPORATION | | b. Tel. No. (b) (6), (b) (7)(C) |
| | | c. Cell No. |
| d. Address (Street, city, state, and ZIP code) 504 West 24th St. Austin, TX 78705 | e. Employer Representative (b) (6), (b) (7)(C) | f. Fax No. |
| | | g. e-mail (b) (6), (b) (7)(C) starbucks.com |
| | | h. Number of Workers Employed 44 |
| i. Type of Establishment (factory, mine, wholesaler, etc.) Retail | j. Identify Principal Product or Service Coffee | |

I. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1), (3) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the past six months, the above-named Employer restrained and coerced employees in the exercise of their Section 7 rights, retaliated against employees in retaliation for and/or in order to discourage union activities, and unilaterally changed employees' terms and conditions of employment without advance notice and an opportunity to bargain with the Union, by: 1) threatening employees, impliedly or otherwise, with loss of benefits, discharge and other unspecified reprisals; 2) telling employees that the attendance and dress code policies would be more strictly enforced, and more strictly enforcing those policies; 3) changing its policies over, among others, the minimum hours and days of availability in order for employees to be scheduled, and switching shifts with co-workers; and 4) disciplining (b) (6), (b) (7)(C).

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

WORKERS UNITED

4a. Address (Street and number, city, state, and ZIP code)
22 S 22ND ST, PHILADELPHIA, PA 16103

4b. Tel. No.
(646)448-6414

4c. Cell No.

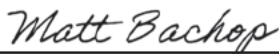
4d. Fax No.
(215)575-9065

4e. e-mail
rminter@pjbwu.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.



(signature of representative or person making charge)

Matt Bachop, Attorney

(Print/type name and title or office, if any)

Address: 707 W. 34th St., Suite 3, Austin,
TX 78705

Date: 9/9/2022

Tel. No.
(512) 474-6200

Office, if any, Cell No.

Fax No.
(512) 474-7896

e-mail
mbachop@ddollaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER


INSTRUCTIONS:

| DO NOT WRITE IN THIS SPACE | |
|----------------------------|------------|
| Case | Date Filed |
| 16-CA-304213 | 9/26/2022 |

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

| | | |
|--|--|--|
| a. Name of Employer STARBUCKS CORPORATION | | b. Tel. No. (b) (6), (b) (7)(C) |
| | | c. Cell No. |
| d. Address (Street, city, state, and ZIP code) 504 West 24th St. Austin, TX 78705 | e. Employer Representative (b) (6), (b) (7)(C) | f. Fax No. |
| | | g. e-mail (b) (6), (b) (7)(C) @starbucks.com |
| | | h. Number of Workers Employed 44 |
| i. Type of Establishment (factory, mine, wholesaler, etc.) Retail | j. Identify Principal Product or Service Coffee | |
| <p>1. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1), (3) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.</p> <p>2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the past six months, the above-named Employer restrained and coerced employees in the exercise of their Section 7 rights, retaliated against employees in retaliation for and/or in order to discourage union activities, and unilaterally changed employees' terms and conditions of employment without advance notice and an opportunity to bargain with the Union, by: 1) threatening employees, impliedly or otherwise, with loss of benefits, discharge and other unspecified reprisals; 2) telling employees that the attendance and dress code policies would be more strictly enforced, and more strictly enforcing those policies; 3) changing its policies over, among others, the minimum hours and days of availability in order for employees to be scheduled, and switching shifts with co-workers; 4) disciplining (b) (6), (b) (7)(C); and 5) constructively discharging (b) (6), (b) (7)(C).</p> | | |

| | |
|--|---|
| 3. Full name of party filing charge (if labor organization, give full name, including local name and number) WORKERS UNITED | |
| 4a. Address (Street and number, city, state, and ZIP code) 22 S 22ND ST, PHILADELPHIA, PA 16103 | 4b. Tel. No. (646)448-6414 4c. Cell No. 4d. Fax No. (215)575-9065 4e. e-mail rminter@pjbwu.org |
| 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) | |
| 6. DECLARATION | |
| I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. | |
| <div style="display: flex; justify-content: space-between;"> <div>  (signature of representative or person making charge) </div> <div> Matt Bachop, Attorney (Print/type name and title or office, if any) </div> </div> | |
| <div style="display: flex; justify-content: space-between;"> <div> Address: 707 W. 34th St., Suite 3, Austin, TX 78705 </div> <div> Date: 9/26/2022 </div> </div> | |
| <div style="display: flex; justify-content: space-between;"> <div> Tel. No. (512) 474-6200 Office, if any, Cell No. </div> <div> Fax No. (512) 474-7896 e-mail mbachop@ddollaw.com </div> </div> | |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE | |
|-----------------------------|--------------------------------|
| Case 18-CA-304544 | Date Filed 10/3/2022 |

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

| | | |
|---|---|---|
| a. Name of Employer Starbucks Corporation | | b. Tel. No. (206) 318-2212 |
| | | c. Cell No. |
| | | f. Fax No. |
| d. Address (Street, city, state, and ZIP code) Specific Store Addresses listed in Attachment B | e. Employer Representative Howard Schultz, CEO | g. e-mail hschultz@starbucks.com |
| | | h. Number of workers employed Approx. 40 |
| i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop | j. Identify principal product or service Food and Beverage | |

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

See Attachments A and B.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Workers United

| | |
|--|---------------------------------|
| 4a. Address (Street and number, city, state, and ZIP code) Workers United 22 South 22 nd St Philadelphia, PA 19103 | 4b. Tel. No. (646) 448-6414 |
| | 4c. Cell No. |
| | 4d. Fax No. (215) 575-9065 |
| | 4e. e-mail rminter@pjbwu.org |

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Service Employees International Union

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.



(signature of representative or person making charge)

Marina Multhaup, Attorney

(Print/type name and title or office, if any)

Barnard Iglitzin & Lavitt LLP
18 West Mercer St., Ste. 400
Address Seattle, WA 98119

Date 10/03/2022

| |
|----------------------------------|
| Tel. No. (206) 257-6001 |
| Office, if any, Cell No. |
| Fax No. (206) 378-4132 |
| e-mail multhaup@workerlaw.com |

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

ATTACHMENT A

Within the past six months, on a nationwide basis, Starbucks Corporation (the “Employer”) has failed and refused to bargain with the Union at stores represented by Workers United, including but not limited to all stores listed in Attachment B, by 1) improperly delaying and/or not acknowledging demands to bargain sent by the Union; 2) not providing a single bargaining date to begin negotiations despite repeated requests 3) improperly delaying the furnishing of information; and/or 4) providing unlawfully limited information without a legitimate basis for objection.

The above unlawful behaviors have made it impossible to begin bargaining a contract at all of the stores listed in Attachment B.

The Union requests 10(j) relief in this charge.

ATTACHMENT B

1. Store #49134 located at 4712 Cedar Ave, Minneapolis MN 55407
2. Store #65228 located at 300 Snelling Ave Suite C, Saint Paul MN 55105

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
19-CA-295850Date Filed
5/13/2022**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

| | | |
|--|---|---|
| a. Name of Employer Starbucks Corporation | | b. Tel. No. (206) 318-2212 |
| | | c. Cell No. |
| | | f. Fax No. |
| d. Address (Street, city, state, and ZIP code) 2401 Utah Avenue, Suite 800 Seattle, WA 98134 | e. Employer Representative Howard Schultz, CEO | g. e-mail hschultz@starbucks.com |
| | | h. Number of workers employed Est. 160,000 |
| | | |
| i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop | j. Identify principal product or service Food and Beverage | |

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the last six months, the Employer has unilaterally changed the terms and conditions of employment for newly unionized workers by prohibiting them from "borrowing" (covering) shifts at non-unionized stores and has done so both to punish workers who have chosen to unionize and to deter others from making that same choice, thereby interfering with Union organizing efforts. The Union requests 10(j) relief.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Workers United

| | |
|--|---------------------------------|
| 4a. Address (Street and number, city, state, and ZIP code) Workers United 22 South 22 nd St Philadelphia, PA 19103 | 4b. Tel. No. (646) 448-6414 |
| | 4c. Cell No. |
| | 4d. Fax No. (215) 575-9065 |
| | 4e. e-mail rminter@pjbwu.org |

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Service Employees International Union

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.



(signature of representative or person making charge)

Barnard Iglitzin & Lavitt LLP

18 West Mercer St., Ste. 400

Address Seattle, WA 98119

Marina Multhaup, Attorney

(Print/type name and title or office, if any)

Date 05/13/2022

Tel. No.
(206) 257-6001

Office, if any, Cell No.

Fax No.
(206) 378-4132e-mail
multhaup@workerlaw.com**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**FIRST AMENDED CHARGE
AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE

Case
19-CA-295850Date Filed
6/3/2022**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

| | | |
|--|---|-------------------------------------|
| a. Name of Employer Starbucks Corporation | | b. Tel. No. (206) 318-2212 |
| | | c. Cell No. |
| | | f. Fax No. |
| d. Address (Street, city, state, and ZIP code) 2401 Utah Avenue, Suite 800 Seattle, WA 98134 | e. Employer Representative Howard Schultz, CEO | g. e-mail hschultz@starbucks.com |
| h. Number of workers employed Est. 160,000 | | |
| i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop | j. Identify principal product or service Food and Beverage | |

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the past six months, the Employer has unlawfully tried to chill workers' organizing efforts and punish workers who vote to unionize by threatening to withhold the benefits of being able to work shifts at other stores ("borrow") if their store votes to unionize and disseminating misleading and false information that workers at unionized stores are not allowed to work at non-unionized stores.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Workers United

| | |
|--|---------------------------------|
| 4a. Address (Street and number, city, state, and ZIP code) Workers United 22 South 22 nd St Philadelphia, PA 19103 | 4b. Tel. No. (646) 448-6414 |
| | 4c. Cell No. |
| | 4d. Fax No. (215) 575-9065 |
| | 4e. e-mail rminter@pjbwu.org |

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Service Employees International Union

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.



(signature of representative or person making charge)

Barnard Iglitzin & Lavitt LLP
18 West Mercer St., Ste. 400

Address Seattle, WA 98119

Marina Multhaup, Attorney

(Print/type name and title or office, if any)

Date 06/03/2022

Tel. No.
(206) 257-6001

Office, if any, Cell No.

Fax No.
(206) 378-4132e-mail
multhaup@workerlaw.com

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE | |
|----------------------------|-------------------------|
| Case 19-CA-296424 | Date Filed 5/24/2022 |

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

| | | |
|--|---|---|
| a. Name of Employer Starbucks Corporation | | b. Tel. No. (206) 318-2212 |
| | | c. Cell No. |
| | | f. Fax No. |
| d. Address (Street, city, state, and ZIP code) 2401 Utah Avenue, Suite 800 Seattle, WA 98134 | e. Employer Representative Howard Schultz, CEO | g. e-mail hschultz@starbucks.com |
| | | h. Number of workers employed Approx. 20 |
| | | |
| i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop | j. Identify principal product or service Food and Beverage | |

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the past six months, the Employer has refused to provide and/or improperly delayed providing information requested by the Union that is reasonably necessary in order for the Union to engage in first-contract bargaining with the Employer.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Workers United

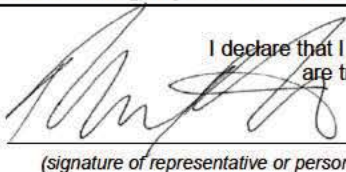
| | |
|--|---------------------------------|
| 4a. Address (Street and number, city, state, and ZIP code) Workers United 22 South 22 nd St Philadelphia, PA 19103 | 4b. Tel. No. (646) 448-6414 |
| | 4c. Cell No. |
| | 4d. Fax No. (215) 575-9065 |
| | 4e. e-mail rminter@pjbwu.org |

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Service Employees International Union

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.



(signature of representative or person making charge)

Marina Multhaup, Attorney

(Print/type name and title or office, if any)

Barnard Iglitzin & Lavitt LLP
18 West Mercer St., Ste. 400
Address Seattle, WA 98119

Date 5/24/2022

| |
|----------------------------------|
| Tel. No. (206) 257-6001 |
| Office, if any, Cell No. |
| Fax No. (206) 378-4132 |
| e-mail multhaup@workerlaw.com |

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**FIRST AMENDED CHARGE
AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE

Case
19-CA-296424Date Filed
6/2/2022**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

| | | |
|--|---|---|
| a. Name of Employer Starbucks Corporation | | b. Tel. No. (206) 318-2212 |
| | | c. Cell No. |
| | | f. Fax No. |
| d. Address (Street, city, state, and ZIP code) 2401 Utah Avenue, Suite 800 Seattle, WA 98134 | e. Employer Representative Howard Schultz, CEO | g. e-mail hschultz@starbucks.com |
| | | h. Number of workers employed Approx. 20 |
| | | |
| i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop | j. Identify principal product or service Food and Beverage | |

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the past six months, the Employer has refused to provide and/or improperly delayed providing information requested by the Union that is reasonably necessary in order for the Union to engage in first-contract bargaining with the Employer. In addition, the Employer has not responded to the Union's request for bargaining dates making it impossible to begin bargaining a contract.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Workers United

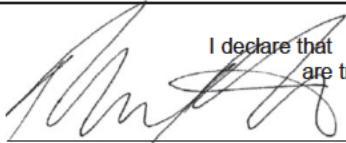
| | |
|--|---------------------------------|
| 4a. Address (Street and number, city, state, and ZIP code) Workers United 22 South 22 nd St Philadelphia, PA 19103 | 4b. Tel. No. (646) 448-6414 |
| | 4c. Cell No. |
| | 4d. Fax No. (215) 575-9065 |
| | 4e. e-mail rminter@pjbwu.org |

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Service Employees International Union

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.



(signature of representative or person making charge)

Marina Multhaup, Attorney

(Print/type name and title or office, if any)

Barnard Iglitzin & Lavitt LLP
18 West Mercer St., Ste. 400
Address Seattle, WA 98119

Date 6/2/2022

| |
|----------------------------------|
| Tel. No. (206) 257-6001 |
| Office, if any, Cell No. |
| Fax No. (206) 378-4132 |
| e-mail multhaup@workerlaw.com |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**SECOND AMENDED CHARGE
AGAINST EMPLOYER****DO NOT WRITE IN THIS SPACE**Case
19-CA-296424Date Filed
6/7/2022**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

| | | |
|--|---|--|
| a. Name of Employer Starbucks Corporation | | b. Tel. No. (206) 318-2212 |
| | | c. Cell No. |
| | | f. Fax No. |
| d. Address (Street, city, state, and ZIP code) 2401 Utah Avenue, Suite 800 Seattle, WA 98134 | e. Employer Representative Howard Schultz, CEO | g. e-mail hschultz@starbucks.com |
| | | h. Number of workers employed Approx. 200 |
| | | |
| i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop | j. Identify principal product or service Food and Beverage | |

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the past six months, at at least one of the Union-represented stores in the Pacific Northwest, the Employer has refused to provide and/or improperly delayed providing the information requested by the Union that is reasonably necessary in order for the Union to engage in first-contract bargaining with the Employer regarding that store's represented employees. In addition, the Employer has not responded to the Union's request for bargaining dates for at least fourteen other stores in the Pacific Northwest, making it impossible to begin bargaining a contract for the workers at each of those stores

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Workers United

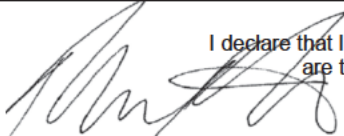
| | |
|--|---------------------------------|
| 4a. Address (Street and number, city, state, and ZIP code) Workers United 22 South 22 nd St Philadelphia, PA 19103 | 4b. Tel. No. (646) 448-6414 |
| | 4c. Cell No. |
| | 4d. Fax No. (215) 575-9065 |
| | 4e. e-mail rminter@pjbwu.org |

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Service Employees International Union

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.



(signature of representative or person making charge)

Marina Multhaup, Attorney

(Print/type name and title or office, if any)

Barnard Iglitzin & Lavitt LLP
18 West Mercer St., Ste. 400
Address Seattle, WA 98119

Date 6/7/2022

Tel. No.
(206) 257-6001

Office, if any, Cell No.

Fax No.
(206) 378-4132

e-mail
multhaup@workerlaw.com

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**THIRD AMENDED CHARGE
AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE

Case
19-CA-296424Date Filed
6/14/2022**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

| | | |
|--|---|--|
| a. Name of Employer Starbucks Corporation | | b. Tel. No. (206) 318-2212 |
| | | c. Cell No. |
| | | f. Fax No. |
| d. Address (Street, city, state, and ZIP code) 2401 Utah Avenue, Suite 800 Seattle, WA 98134 | e. Employer Representative Howard Schultz, CEO | g. e-mail hschultz@starbucks.com |
| | | h. Number of workers employed Approx. 200 |
| | | |
| i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop | j. Identify principal product or service Food and Beverage | |

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the past six months, at multiple Union-represented stores around the country, as part of a nationwide pattern and practice of refusing to bargain with workers who are represented by Workers United, the Employer has not responded to the Union's requests for bargaining dates and/or has failed to acknowledge the Union's demands to bargain, making it impossible to begin bargaining a contract for the workers at each of those stores. In addition, at multiple Union-represented stores around the country, the Employer has refused to provide and/or improperly delayed providing the information requested by the Union that is reasonably necessary in order for the Union to engage in first-contract bargaining with the Employer regarding that store's represented employees.

The Union requests 10(j) relief in this charge.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Workers United

| | |
|--|---------------------------------|
| 4a. Address (Street and number, city, state, and ZIP code) Workers United 22 South 22 nd St Philadelphia, PA 19103 | 4b. Tel. No. (646) 448-6414 |
| | 4c. Cell No. |
| | 4d. Fax No. (215) 575-9065 |
| | 4e. e-mail rminter@pjbwu.org |

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Service Employees International Union

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.



(signature of representative or person making charge)

Marina Multhaup, Attorney

(Print/type name and title or office, if any)

Barnard Iglitzin & Lavitt LLP
18 West Mercer St., Ste. 400
Address Seattle, WA 98119

Date 6/14/2022

| |
|----------------------------------|
| Tel. No. (206) 257-6001 |
| Office, if any, Cell No. |
| Fax No. (206) 378-4132 |
| e-mail multhaup@workerlaw.com |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**FOURTH AMENDED CHARGE
AGAINST EMPLOYER**

| DO NOT WRITE IN THIS SPACE | |
|----------------------------|------------|
| Case | Date Filed |
| 19-CA-296424 | 8/12/2022 |

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

| | | |
|--|---|--|
| a. Name of Employer Starbucks Corporation | | b. Tel. No. (206) 318-2212 |
| | | c. Cell No. |
| | | f. Fax No. |
| d. Address (Street, city, state, and ZIP code) 2401 Utah Avenue, Suite 800 Seattle, WA 98134 | e. Employer Representative Howard Schultz, CEO | g. e-mail hschultz@starbucks.com |
| | | h. Number of workers employed Approx. 200 |
| | | |
| i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop | j. Identify principal product or service Food and Beverage | |

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

See Attachments A and B.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Workers United

| | |
|--|---------------------------------|
| 4a. Address (Street and number, city, state, and ZIP code) Workers United 22 South 22 nd St Philadelphia, PA 19103 | 4b. Tel. No. (646) 448-6414 |
| | 4c. Cell No. |
| | 4d. Fax No. (215) 575-9065 |
| | 4e. e-mail rminter@pjbwu.org |

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Service Employees International Union

6. DECLARATIONI declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

(signature of representative or person making charge)

Marina Multhaup, Attorney

(Print/type name and title or office, if any)

Barnard Iglitzin & Lavitt LLP
18 West Mercer St., Ste. 400
Address Seattle WA 98119

Date 8/12/2022

| |
|----------------------------------|
| Tel. No. (206) 257-6001 |
| Office, if any, Cell No. |
| Fax No. (206) 378-4132 |
| e-mail multhaup@workerlaw.com |

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

ATTACHMENT A

Within the past six months, on a nationwide basis, Starbucks Corporation (the “Employer”) has failed and refused to bargain with the Union at stores represented by Workers United, including but not limited to all stores listed in Attachment B, by 1) improperly delaying and/or not acknowledging demands to bargain sent by the Union; 2) not providing a single bargaining date to begin negotiations despite repeated requests 3) improperly delaying the furnishing of information; and/or 4) providing unlawfully limited information without a legitimate basis for objection.

The above unlawful behaviors have made it impossible to begin bargaining a contract at all of the stores listed in Attachment B.

The Union requests 10(j) relief in this charge.

ATTACHMENT B

1. Store #29259 located at 620 Northwest Hwy, Cary, IL 60013
2. Store #49134 located at 4712 Cedar Ave, Minneapolis MN 55407
3. Store #65228 located at 300 Snelling Ave Suite C, Saint Paul MN 55105
4. Store #08964 located at 1081 Whitehorse Mercerville Rd, Hamilton Twp, NJ 08610
5. Store #07853 located at 800 A Denow Rd, Pennington, NJ 08534
6. Store #48809 located at 2 Beechwood Rd, Summit, NJ 07901
7. Store #07665 located at 4770 Transit Rd, Depew, NY 14043
8. Store #47843 located at 3186 Sheridan Dr, Amherst, NY 14226
9. Store #47906 located at 61 9th Ave, New York, NY 10011
10. Store #10395 located at 130 E Seneca St, Ithaca, NY 14850
11. Store #11932 located at 402 College Ave Suite 402, Ithaca, NY 14850
12. Store #65187 located at 722 South Meadow Street, Ithaca NY 14850
13. Store #00825 located at 13-25 Astor Pl, New York, NY 10003
14. Store #23267 located at 8973 Bay Pkwy, Brooklyn, NY 11214
15. Store #07307 located at 4301 Merrick Rd, Massapequa, NY 11758
16. Store #22349 located at 2830 Willamette St, Eugene, OR 97405
17. Store #22591 located at 1395 University St, Eugene, OR 97403
18. Store #03367 located at 1115 Valley River Dr, Eugene, OR 97401
19. Store #17920 located at 3110 W 11th Avenue Eugene, Oregon 97402
20. Store #27299 located at 1895 Franklin Blvd, Eugene, OR 97403
21. Store #03409 located at 495 West 7th Avenue, Eugene, OR 97401
22. Store #02975 located at 3003 N Delta Hwy #301, Eugene, OR 97408
23. Store #00469 located at 555 Oak St., Portland, OR 97204
24. Store #50363 located at 525 Grand Ave Portland, OR 97232
25. Store #14045 located at 2880 Powell Blvd., Portland, OR 97202
26. Store #02925 located at 2328 W Burnside St #2, Portland, OR 97210
27. Store #03374 located at 7001 SE Milwaukee Ave, Portland, OR 97202
28. Store #00454 located at 7315 SW Garden Home Rd, Portland, OR 97223
29. Store #17747 located at 12235 N Center Ave, Portland, OR 97217
30. Store #07749 located at 4765 Liberty Avenue Pittsburgh, PA 15224
31. Store #09780 located at 116 Merchant Dr, Knoxville, TN 37912
32. Store #00304 located at 101 Broadway E, Seattle, WA 98102
33. Store #10795 located at 315 Cooper Point Rd. NW Unit 101 Olympia, WA 98502
34. Store #98117 located at 9999 Holman Rd. NW Seattle, WA 98117
35. Store #03281 located at 1600 E Olive Way, Seattle, WA 98102
36. Store #11159 located at 5300 Capitol Blvd SE Tumwater, WA 98501
37. Store #08740 located at 3625 Broadway, Suite A, Everett, WA 98201
38. Store #03448 located at 2344 Eastlake Ave E, Seattle, WA 98102

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE | |
|-----------------------------|--------------------------------|
| Case 19-CA-299272 | Date Filed 7/13/2022 |

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

| | | |
|--|--|--|
| a. Name of Employer Starbucks Corporation | | b. Tel. No. (206) 318-2212 |
| | | c. Cell No. |
| | | f. Fax No. |
| d. Address (Street, city, state, and ZIP code) 2401 Utah Avenue, Suite 800 Seattle, WA 98134 Store address: 2830 Willamette St., Eugene OR 97405 | e. Employer Representative Howard Schultz, CEO | g. e-mail hschultz@starbucks.com |
| | | h. Number of workers employed 15 |
| | | i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop |
| j. Identify principal product or service Food and Beverage | | |

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1), (3) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

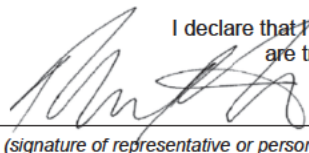
Within the past six months the Employer has interfered with, restrained, coerced, and disciplined employees engaged in Section 7 activity when it, among other things: enforced its dress code discriminatorily and in a departure from past practice when it refused to allow a worker to wear (b) (6), (b) (7)(C) union t-shirt, and enforced its attendance policy discriminatorily and in a departure from past practice when it disciplined (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) for time and attendance issues. The Employer did not give notice to the Union or offer to bargain over these changes in practice.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)**Workers United**

| | |
|---|--|
| 4a. Address (Street and number, city, state, and ZIP code) 22 South 22nd St Philadelphia, PA 19103 | 4b. Tel. No. (646) 448-6414 |
| | 4c. Cell No. |
| | 4d. Fax No. (215) 575-9065 |
| | 4e. e-mail rminter@pjbwu.org |

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)**Service Employees International Union****6. DECLARATION**

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.



(signature of representative or person making charge)

Marina Multhaup, Attorney

(Print/type name and title or office, if any)

**Barnard Iglitzin & Lavitt LLP
18 West Mercer St., Ste. 400**Address **Seattle, WA 98119**Date **07/13/2022**

| |
|---|
| Tel. No. (206) 257-6001 |
| Office, if any, Cell No. |
| Fax No. (206) 378-4132 |
| e-mail multhaup@workerlaw.com |

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**AMENDED CHARGE AGAINST
EMPLOYER**

| DO NOT WRITE IN THIS SPACE | |
|-----------------------------|-------------------------------|
| Case 19-CA-299272 | Date Filed 8/8/2022 |

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

| | | |
|--|---|-------------------------------------|
| a. Name of Employer Starbucks Corporation | | b. Tel. No. (206) 318-2212 |
| | | c. Cell No. |
| | | f. Fax No. |
| d. Address (Street, city, state, and ZIP code) 2401 Utah Avenue, Suite 800 Seattle, WA 98134 Store address: 2830 Willamette St., Eugene OR 97405 | e. Employer Representative Howard Schultz, CEO | g. e-mail hschultz@starbucks.com |
| | | h. Number of workers employed 15 |
| i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop | j. Identify principal product or service Food and Beverage | |

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1), (3) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the past six months the Employer has interfered with, restrained, coerced, and disciplined employees engaged in Section 7 activity when it, among other things: enforced its dress code discriminatorily and in a departure from past practice when disciplined (b) (6), (b) (7)(C) for wearing a union t-shirt, and enforced its attendance policy discriminatorily and in a departure from past practice when it disciplined (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) for time and attendance issues. The Employer did not give notice to the Union or offer to bargain over these changes in practice.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Workers United

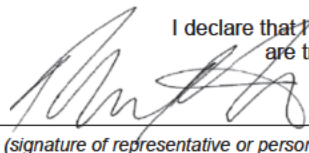
| | |
|--|---------------------------------|
| 4a. Address (Street and number, city, state, and ZIP code) 22 South 22 nd St Philadelphia, PA 19103 | 4b. Tel. No. (646) 448-6414 |
| | 4c. Cell No. |
| | 4d. Fax No. (215) 575-9065 |
| | 4e. e-mail rminter@pjbwu.org |

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Service Employees International Union

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.



(signature of representative or person making charge)

Marina Multhaup, Attorney

(Print/type name and title or office, if any)

Barnard Iglitzin & Lavitt LLP
18 West Mercer St., Ste. 400

Address Seattle, WA 98119

Date 07/13/2022

| |
|----------------------------------|
| Tel. No. (206) 257-6001 |
| Office, if any, Cell No. |
| Fax No. (206) 378-4132 |
| e-mail multhaup@workerlaw.com |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

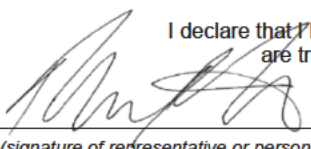
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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS
BOARD
**SECOND AMENDED CHARGE
AGAINST EMPLOYER**

| DO NOT WRITE IN THIS SPACE | |
|-----------------------------|--------------------------------|
| Case 19-CA-299272 | Date Filed 8/15/2022 |

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

| | |
|--|--|
| 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT | |
| a. Name of Employer Starbucks Corporation | b. Tel. No. (206) 318-2212 |
| | c. Cell No. |
| | f. Fax No. |
| d. Address (Street, city, state, and ZIP code) 2401 Utah Avenue, Suite 800 Seattle, WA 98134 Store address: 2830 Willamette St., Eugene OR 97405 | e. Employer Representative Howard Schultz, CEO |
| | g. e-mail hschultz@starbucks.com |
| | h. Number of workers employed 15 |
| i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop | j. Identify principal product or service Food and Beverage |
| The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1), (3) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. | |
| 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the past six months the Employer has interfered with, restrained, coerced, and disciplined employees engaged in Section 7 activity when it, among other things: enforced its dress code discriminatorily and in a departure from past practice when it disciplined (b) (6), (b) (7)(C) for wearing a union t-shirt, and enforced its attendance policy discriminatorily and in a departure from past practice when it disciplined (b) (6), (b) (7)(C) for time and attendance issues. The Employer did not give notice to the Union or offer to bargain over these changes in practice. | |
| 3. Full name of party filing charge (if labor organization, give full name, including local name and number) Workers United | |
| 4a. Address (Street and number, city, state, and ZIP code) 22 South 22 nd St Philadelphia, PA 19103 | 4b. Tel. No. (646) 448-6414 4c. Cell No. 4d. Fax No. (215) 575-9065 4e. e-mail rminter@pjbwu.org |
| 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) Service Employees International Union | |
| 6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.  (signature of representative or person making charge) | |
| Marina Multhaup, Attorney (Print/type name and title or office, if any) | |
| Barnard Iglitzin & Lavitt LLP 18 West Mercer St., Ste. 400 Address Seattle, WA 98119 | |
| Date 08/15/2022 | |
| Tel. No. (206) 257-6001 Office, if any, Cell No. Fax No. (206) 378-4132 e-mail multhaup@workerlaw.com | |

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE | |
|----------------------------|-------------------------|
| Case 19-CA-299304 | Date Filed 7/13/2022 |

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

| | | |
|---|---|-------------------------------------|
| a. Name of Employer Starbucks Corporation | | b. Tel. No. (206) 318-2212 |
| | | c. Cell No. |
| | | f. Fax No. |
| d. Address (Street, city, state, and ZIP code) 2401 Utah Avenue, Suite 800 Seattle, WA 98134 Store address: 101 Broadway E, Seattle, WA 98102 | e. Employer Representative Howard Schultz, CEO | g. e-mail hschultz@starbucks.com |
| | | h. Number of workers employed 15 |
| i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop | j. Identify principal product or service Food and Beverage | |

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1), (3) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the past six months the Employer has interfered with and disciplined employees engaged in Section 7 activity when it, among other things: refused to discuss or offer a raise to an employee in contradiction with established past practice, citing unionization as the sole reason. The Employer did not give notice to the Union or offer to bargain over this change in practice.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Workers United

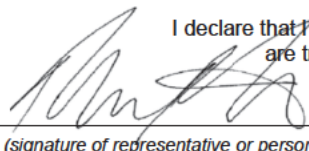
| | |
|--|---------------------------------|
| 4a. Address (Street and number, city, state, and ZIP code) 22 South 22 nd St Philadelphia, PA 19103 | 4b. Tel. No. (646) 448-6414 |
| | 4c. Cell No. |
| | 4d. Fax No. (215) 575-9065 |
| | 4e. e-mail rminter@pjbwu.org |

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Service Employees International Union

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.



(signature of representative or person making charge)

Marina Multhaup, Attorney

(Print/type name and title or office, if any)

Barnard Iglitzin & Lavitt LLP
18 West Mercer St., Ste. 400

Address Seattle, WA 98119

Date 07/13/2022

| |
|----------------------------------|
| Tel. No. (206) 257-6001 |
| Office, if any, Cell No. |
| Fax No. (206) 378-4132 |
| e-mail multhaup@workerlaw.com |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE | |
|----------------------------|-------------------------|
| Case 19-CA-299308 | Date Filed 7/13/2022 |

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

| | | | |
|---|--|---|--|
| 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT | | | |
| a. Name of Employer Starbucks Corporation | | b. Tel. No. (206) 318-2212 | |
| | | c. Cell No. | |
| | | f. Fax No. | |
| d. Address (Street, city, state, and ZIP code) 2401 Utah Avenue, Suite 800 Seattle, WA 98134 | | e. Employer Representative Howard Schultz, CEO | |
| | | g. e-mail hschultz@starbucks.com | |
| | | h. Number of workers employed approx. 500 | |
| i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop | | j. Identify principal product or service Food and Beverage | |
| The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1), (3) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. | | | |
| 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the past six months the Employer closed and/or threatened to close at least 16 stores in order to discourage union activity, retaliate against workers engaged in union activity and/or escape its obligation to bargain with the Union. See Attachment A. At stores where the Union is certified the Employer announced the change without notice to the Union or an opportunity to bargain. The Union seeks immediate 10(j) relief. | | | |
| 3. Full name of party filing charge (if labor organization, give full name, including local name and number) Workers United | | | |
| 4a. Address (Street and number, city, state, and ZIP code) 22 South 22 nd St Philadelphia, PA 19103 | | 4b. Tel. No. (646) 448-6414 | |
| | | 4c. Cell No. | |
| | | 4d. Fax No. (215) 575-9065 | |
| | | 4e. e-mail rminter@pjbwu.org | |
| 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) Service Employees International Union | | | |
| <p>6. DECLARATION</p> <p>I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.</p> <p> (signature of representative or person making charge)</p> <p>Barnard Iglitzin & Lavitt LLP 18 West Mercer St., Ste. 400 Address Seattle, WA 98119</p> | | Tel. No. (206) 257-6001 | |
| | | Office, if any, Cell No. | |
| | | Fax No. (206) 378-4132 | |
| | | e-mail multhaup@workerlaw.com | |
| | | Date 07/13/2022 | |

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

ATTACHMENT A

The list of store closures alleged in this charge includes but is not limited to:

- Santa Monica & Westmount, West Hollywood, California
- Hollywood & Western, Los Angeles, California
- 1st & Los Angeles (Doubletree), Los Angeles, California
- Hollywood & Vine, Hollywood, California
- Ocean Front Walk & Moss, Santa Monica, California
- 2nd & San Pedro, Los Angeles, California
- 10th & Chestnut, Philadelphia, Pennsylvania
- 4th & Morrison, Portland, Oregon
- Gateway, Portland, Oregon
- 23rd & Jackson, Seattle, Washington
- Roosevelt Square, Seattle, Washington
- E. Olive Way, Seattle, Washington
- 505 Union Station, Seattle, Washington
- Westlake Center, Seattle, Washington
- Hwy 99 & Airport Rd, Everett, Washington
- Union Station Train Concourse, Washington, DC

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**AMENDED CHARGE AGAINST
EMPLOYER**

| DO NOT WRITE IN THIS SPACE | |
|-----------------------------|--------------------------------|
| Case 19-CA-299308 | Date Filed 7/28/2022 |

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

| | |
|---|---|
| 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT | |
| a. Name of Employer Starbucks Corporation | b. Tel. No. (206) 318-2212 |
| | c. Cell No. |
| | f. Fax No. |
| d. Address (Street, city, state, and ZIP code) 2401 Utah Avenue, Suite 800 Seattle, WA 98134 | e. Employer Representative Howard Schultz, CEO |
| | g. e-mail hschultz@starbucks.com |
| | h. Number of workers employed approx. 500 |
| i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop | j. Identify principal product or service Food and Beverage |
| The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1), (3) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. | |
| 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the past six months the Employer, from its headquarters in Seattle, WA, closed and/or threatened to close at least 16 stores nationwide in order to discourage union activity throughout the country, retaliate against workers engaged in union activity and/or escape its obligation to bargain with the Union. See Attachment A. At stores where the Union is certified the Employer announced the change without notice to the Union or an opportunity to bargain. The Union seeks immediate 10(j) relief. | |
| 3. Full name of party filing charge (if labor organization, give full name, including local name and number) Workers United | |
| 4a. Address (Street and number, city, state, and ZIP code) 22 South 22 nd St Philadelphia, PA 19103 | 4b. Tel. No. (646) 448-6414 |
| | 4c. Cell No. |
| | 4d. Fax No. (215) 575-9065 |
| | 4e. e-mail rminter@pjbwu.org |
| 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) Service Employees International Union | |
| 6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.  (signature of representative or person making charge) Barnard Iglitzin & Lavitt LLP 18 West Mercer St., Ste. 400 Address Seattle, WA 98119 | |
| Marina Multhaup, Attorney (Print/type name and title or office, if any) | |
| Tel. No. (206) 257-6001 | |
| Office, if any, Cell No. | |
| Fax No. (206) 378-4132 | |
| e-mail multhaup@workerlaw.com | |
| Date 07/28/2022 | |

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

ATTACHMENT A

The list of store closures alleged in this charge includes but is not limited to:

- Santa Monica & Westmount, West Hollywood, California
- Hollywood & Western, Los Angeles, California
- 1st & Los Angeles (Doubletree), Los Angeles, California
- Hollywood & Vine, Hollywood, California
- Ocean Front Walk & Moss, Santa Monica, California
- 2nd & San Pedro, Los Angeles, California
- 10th & Chestnut, Philadelphia, Pennsylvania
- 4th & Morrison, Portland, Oregon
- Gateway, Portland, Oregon
- 23rd & Jackson, Seattle, Washington
- Roosevelt Square, Seattle, Washington
- E. Olive Way, Seattle, Washington
- 505 Union Station, Seattle, Washington
- Westlake Center, Seattle, Washington
- Hwy 99 & Airport Rd, Everett, Washington
- Union Station Train Concourse, Washington, DC

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER**DO NOT WRITE IN THIS SPACE**Case
19-CA-299478Date Filed
7/15/2022**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

| | | |
|---|--|--|
| a. Name of Employer Siren Retail Corporation d/b/a Starbucks | | b. Tel. No. 206-624-0173 |
| | | c. Cell No. |
| | | f. Fax. No. |
| d. Address (Street, city, state, and ZIP code) 1124 Pike Street, Seattle, WA 98101 | e. Employer Representative (b) (6), (b) (7)(C) | g. e-mail (b) (6), (b) (7)(C)@starbucks.com |
| | | h. Number of workers employed Appx. 99 |
| i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee shop | j. Identify principal product or service Food and beverages | |

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsection (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the last six months, the Employer has expressly refused to bargain with employees' certified bargaining representative. Because of the serious and irreparable injury being inflicted by this conduct, the Union requests injunctive relief under Section 10(j).

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Workers United

| | |
|---|---------------------------------|
| 4a. Address (Street and number, city, state, and ZIP code) 22 South 22nd St Philadelphia, PA 19103 | 4b. Tel. No. (646) 448-6414 |
| | 4c. Cell No. |
| | 4d. Fax No. (215) 575-9065 |
| | 4e. e-mail rminter@pjbwu.org |

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Service Employees International Union

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.


(signature of representative or person making charge)

Ben Berger, Attorney

(Print/type name and title or office, if any)

Barnard Iglitzin & Lavitt LLP
18 W Mercer St, Suite 400
Address Seattle, WA 98119

Date 07/15/2022

Tel. No.
(206) 257-6006

Office, if any, Cell No.

Fax No.
(206) 378-4132e-mail
berger@workerlaw.com**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA NATIONAL
LABOR RELATIONS BOARD
**AMENDED CHARGE AGAINST
EMPLOYER****DO NOT WRITE IN THIS SPACE**

Case

19-CA-299478

Date Filed

8/16/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

| | | |
|---|---|--|
| a. Name of Employer Siren Retail Corporation d/b/a Starbucks | | b. Tel. No. 206-624-0173 |
| | | c. Cell No. |
| | | f. Fax No. |
| d. Address (Street, city, state, and ZIP code) 1124 Pike Street, Seattle, WA 98101 | e. Employer Representative (b) (6), (b) (7)(C) | g. e-mail (b) (6), (b) (7)(C)@starbucks.com |
| i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee shop | | j. Identify principal product or service Food and beverages |

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the last six months, the Employer has expressly refused to bargain with employees' certified bargaining representative. Because of the serious and irreparable injury being inflicted by this conduct, the Union requests injunctive relief under Section 10(j).

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Workers United

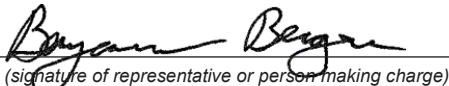
| | |
|---|---------------------------------|
| 4a. Address (Street and number, city, state, and ZIP code) 22 South 22nd St Philadelphia, PA 19103 | 4b. Tel. No. (646) 448-6414 |
| | 4c. Cell No. |
| | 4d. Fax No. (215) 575-9065 |
| | 4e. e-mail rminter@pjbwu.org |

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Service Employees International Union

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.


(signature of representative or person making charge)

Ben Berger, Attorney

(Print/type name and title or office, if any)

Barnard Iglitzin & Lavitt LLP
18 W Mercer St, Suite 400

Address Seattle, WA 98119

Date 08/16/2022

Tel. No.
(206) 257-6006

Office, if any, Cell No.

Fax No
(206) 378-4132

e-mail
berger@workerlaw.com

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**


Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE | |
|-----------------------------|--------------------------------|
| Case 19-CA-300224 | Date Filed 7/26/2022 |

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

| | | | | | |
|---|--|---|--|--|--|
| 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT | | | | | |
| a. Name of Employer Starbucks Corporation | | b. Tel. No. 206-318-2212 | | | |
| | | c. Cell No. | | | |
| | | f. Fax No. | | | |
| d. Address (Street, city, state, and ZIP code) 4303 Guide Meridian, Bellingham, WA 98226 | | e. Employer Representative Howard Schultz, CEO | | | |
| | | | | g. e-mail hschultz@starbucks.com | |
| | | | | h. Number of workers employed 25 | |
| i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop | | j. Identify principal product or service Food and beverage | | | |
| The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. | | | | | |
| 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the past six months, the Employer announced that it is changing the operating hours of the Guide Meridian store, where the Union is certified, adjusting the hours of work and work schedules of unionized baristas and shift supervisors without notice to the Union or an opportunity to bargain. The Union seeks immediate 10(j) relief. | | | | | |
| 3. Full name of party filing charge (if labor organization, give full name, including local name and number) Workers United | | | | | |
| 4a. Address (Street and number, city, state, and ZIP code) 22 South 22nd Street, Philadelphia, PA 19103 | | 4b. Tel. No. 646-448-6414 | | | |
| | | 4c. Cell No. | | | |
| | | 4d. Fax No. 212-575-9065 | | | |
| | | 4e. e-mail rminter@pjbwu.org | | | |
| 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) Service Employees International Union | | | | | |
| 6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.  (Signature of representative or person making charge) | | Tel. No. (206) 257 6007 Office, if any, Cell No. Fax No. 206-378-4132 e-mail Garcia@workerlaw.com | | | |
| Barnard Iglitzin & Lavitt LLP 18 West Mercer St., Ste. 400 Address Seattle, WA 98119 | | Alyssa Garcia, Attorney (Print/type name and title or office, if any) Date 07/26/2022 | | | |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

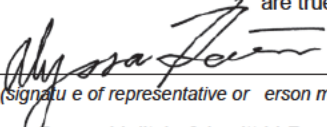
Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE | |
|----------------------------|-------------------------|
| Case 19-CA-300226 | Date Filed 7/26/2022 |

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

| | |
|---|---|
| 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT | |
| a. Name of Employer Starbucks Corporation | b. Tel. No. 206-318-2212 |
| | c. Cell No. |
| | f. Fax No. |
| d. Address (Street, city, state, and ZIP code) 12235 N Center Ave, Portland, OR 97217 | e. Employer Representative Howard Schultz, CEO |
| | g. e-mail hschultz@starbucks.com |
| | h. Number of workers employed 25 |
| i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop | j. Identify principal product or service Food and beverage |
| The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. | |
| 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the past six months, the Employer announced that it is changing the operating hours of the N. Center Ave. store, where the Union is certified, adjusting the hours of work and work schedules of unionized baristas and shift supervisors without notice to the Union or an opportunity to bargain. The Union seeks immediate 10(j) relief. | |
| 3. Full name of party filing charge (if labor organization, give full name, including local name and number) Workers United | |
| 4a. Address (Street and number, city, state, and ZIP code) 22 South 22 nd Street, Philadelphia, PA 19103 | 4b. Tel. No. 646-448-6414 |
| | 4c. Cell No. |
| | 4d. Fax No. 212-575-9065 |
| | 4e. e-mail rminter@pjbwu.org |
| 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) Service Employees International Union | |
| 6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. | |
|  (Signature of representative or person making charge) | |
| Alyssa Garcia, Attorney (Print/type name and title or office, if any) | |
| Barnard Iglitzin & Lavitt LLP 18 West Mercer St., Ste. 400 Address Seattle, WA 98119 | |
| Date 07/26/2022 | |
| Tel. No. (206) 257 6007 | |
| Office, if any, Cell No. | |
| Fax No. 206-378-4132 | |
| e-mail Garcia@workerlaw.com | |

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**FIRST AMENDED CHARGE
AGAINST EMPLOYER**

| DO NOT WRITE IN THIS SPACE | |
|-----------------------------|-------------------------------|
| Case 19-CA-300226 | Date Filed 9/1/2022 |

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

| | | | |
|---|--|---|--|
| 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT | | | |
| a. Name of Employer Starbucks Corporation | | b. Tel. No. 206-318-2212 | |
| | | c. Cell No. | |
| | | f. Fax No. | |
| d. Address (Street, city, state, and ZIP code) 12235 N Center Ave, Portland, OR 97217 | | e. Employer Representative Howard Schultz, CEO | |
| | | g. e-mail hschultz@starbucks.com | |
| | | h. Number of workers employed 25 | |
| i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop | | j. Identify principal product or service Food and beverage | |
| The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. | | | |
| 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) | | | |
| Within the past six months, the Employer announced and implemented changes to the operating hours of the N. Center Ave. store, where the Union is certified, adjusting the hours of work and work schedules of unionized baristas and shift supervisors without notice to the Union or an opportunity to bargain. The Employer did not provide the Union with requested information related to the hours change or otherwise respond to the Union's request to bargain over the hours change. The Union seeks immediate 10(j) relief. | | | |
| 3. Full name of party filing charge (if labor organization, give full name, including local name and number) | | | |
| Workers United | | | |
| 4a. Address (Street and number, city, state, and ZIP code) 22 South 22 nd Street, Philadelphia, PA 19103 | | 4b. Tel. No. 646-448-6414 | |
| | | 4c. Cell No. | |
| | | 4d. Fax No. 212-575-9065 | |
| | | 4e. e-mail rminter@pjbwu.org | |
| 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) | | | |
| Service Employees International Union | | | |
| 6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.  (Signature of representative or person making charge) Barnard Iglitzin & Lavitt LLP 18 West Mercer St., Ste. 400 Address Seattle, WA 98119 | | Tel. No. (206) 257 6007 Office, if any, Cell No. | |
| | | Fax No. 206-378-4132 | |
| | | e-mail Garcia@workerlaw.com | |
| | | Date 09/01/2022 | |

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**


Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE | |
|-----------------------------|--------------------------------|
| Case 19-CA-300352 | Date Filed 7/28/2022 |

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

| | | | | | |
|--|--|---|--|--|--|
| 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT | | | | | |
| a. Name of Employer Starbucks Corporation | | b. Tel. No. 206-318-2212 | | | |
| | | c. Cell No. | | | |
| | | f. Fax No. | | | |
| d. Address (Street, city, state, and ZIP code) 814 Iowa Street, Bellingham, WA 98226 | | e. Employer Representative Howard Schultz, CEO | | | |
| | | | | g. e-mail hschultz@starbucks.com | |
| | | | | h. Number of workers employed 25 | |
| i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop | | j. Identify principal product or service Food and beverage | | | |
| The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. | | | | | |
| 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the past six months, the Employer announced that it is changing the operating hours of the Iowa Street store, where the Union is certified, adjusting the hours of work and work schedules of unionized baristas and shift supervisors without notice to the Union or an opportunity to bargain. The Union seeks immediate 10(j) relief. | | | | | |
| 3. Full name of party filing charge (if labor organization, give full name, including local name and number) Workers United | | | | | |
| 4a. Address (Street and number, city, state, and ZIP code) 22 South 22nd Street, Philadelphia, PA 19103 | | 4b. Tel. No. 646-448-6414 | | | |
| | | 4c. Cell No. | | | |
| | | 4d. Fax No. 212-575-9065 | | | |
| | | 4e. e-mail rminter@pjbwu.org | | | |
| 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) Service Employees International Union | | | | | |
| 6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.  (Signature of representative or person making charge) | | Tel. No. (206) 257 6007 Office, if any, Cell No. Fax No. 206-378-4132 e-mail Garcia@workerlaw.com | | | |
| Barnard Iglitzin & Lavitt LLP 18 West Mercer St., Ste. 400 Address Seattle, WA 98119 | | Alyssa Garcia, Attorney (Print/type name and title or office, if any) Date 07/28/2022 | | | |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

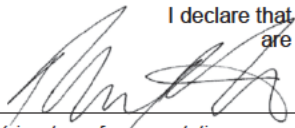
Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE | |
|-----------------------------|--------------------------------|
| Case 19-CA-300353 | Date Filed 7/29/2022 |

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

| | |
|--|--|
| 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT | |
| a. Name of Employer Starbucks Corporation | b. Tel. No. 206-318-2212 |
| | c. Cell No. |
| | f. Fax No. |
| d. Address (Street, city, state, and ZIP code) 2830 Willamette St, Eugene, OR 97405 495 W 7th Ave, Eugene, OR 97401 3110 W. 11th Avenue Eugene, OR 97402 1895 Franklin Blvd, Eugene, OR 97403 | e. Employer Representative Howard Schultz, CEO |
| | g. e-mail hschultz@starbucks.com |
| | h. Number of workers employed 25 |
| i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop | j. Identify principal product or service Food and beverage |
| The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. | |
| 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the past six months, the Employer announced that it is changing the operating hours of the following stores where the Union is certified, adjusting the hours of work and work schedules of unionized baristas and shift supervisors without notice to the Union or an opportunity to bargain: 29th & Willamette, Franklin & Villard, West 11th, and 7th & Washington. The Union seeks immediate 10(j) relief. | |
| 3. Full name of party filing charge (if labor organization, give full name, including local name and number) Workers United | |
| 4a. Address (Street and number, city, state, and ZIP code) 22 South 22nd Street, Philadelphia, PA 19103 | 4b. Tel. No. 646-448-6414 |
| | 4c. Cell No. |
| | 4d. Fax No. 212-575-9065 |
| | 4e. e-mail rminter@pjbwu.org |
| 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) Service Employees International Union | |
| 6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.  (signature of representative or person making charge) Barnard Iglitzin & Lavitt LLP 18 West Mercer St., Ste. 400 Address Seattle, WA 98119 | |
| Marina Multhaup, Attorney (Print/type name and title or office, if any) | |
| Tel. No. (206) 257 6001 | |
| Office, if any, Cell No. | |
| Fax No. 206-378-4132 | |
| e-mail multhaup@workerlaw.com | |
| Date 07/29/2022 | |

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

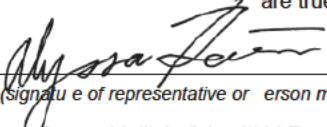
Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE | |
|-----------------------------|--------------------------------|
| Case 19-CA-300385 | Date Filed 7/29/2022 |

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

| | | | |
|---|--|---|--|
| 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT | | | |
| a. Name of Employer Starbucks Corporation | | b. Tel. No. 206-318-2212 | |
| | | c. Cell No. | |
| | | f. Fax No. | |
| d. Address (Street, city, state, and ZIP code) 2328 W Burnside Street, #2, Portland, OR 97210 | | e. Employer Representative Howard Schultz, CEO | |
| g. e-mail hschultz@starbucks.com | | | |
| | | h. Number of workers employed 14 | |
| i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop | | j. Identify principal product or service Food and beverage | |
| The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. | | | |
| 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the past six months, the Employer announced that it is changing the operating hours of the 23rd & Burnside store, where the Union is certified, adjusting the hours of work and work schedules of unionized baristas and shift supervisors without notice to the Union or an opportunity to bargain. The Union seeks immediate 10(j) relief. | | | |
| 3. Full name of party filing charge (if labor organization, give full name, including local name and number) Workers United | | | |
| 4a. Address (Street and number, city, state, and ZIP code) 22 South 22nd Street, Philadelphia, PA 19103 | | 4b. Tel. No. 646-448-6414 | |
| | | 4c. Cell No. | |
| | | 4d. Fax No. 212-575-9065 | |
| | | 4e. e-mail rminter@pjbwu.rog | |
| 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) Service Employees International Union | | | |
| 6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.  (Signature of representative or person making charge) | | Tel. No. (206) 257 6007 Office, if any, Cell No. Fax No. 206-378-4132 e-mail Garcia@workerlaw.com | |
| Barnard Iglitzin & Lavitt LLP 18 West Mercer St., Ste. 400 Address Seattle, WA 98119 | | Date 07/29/2022 | |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**FIRST AMENDED CHARGE
AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE

Case
19-CA-300385Date Filed
9/1/2022**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

| | | |
|---|---|-------------------------------------|
| a. Name of Employer Starbucks Corporation | | b. Tel. No. 206-318-2212 |
| | | c. Cell No. |
| | | f. Fax No. |
| d. Address (Street, city, state, and ZIP code) 2328 W Burnside Street, #2, Portland, OR 97210 | e. Employer Representative Howard Schultz, CEO | g. e-mail hschultz@starbucks.com |
| | | h. Number of workers employed 14 |
| i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop | j. Identify principal product or service Food and beverage | |

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the past six months, the Employer announced and implemented changes to the operating hours of the 23rd & Burnside store, where the Union is certified, adjusting the hours of work and work schedules of unionized baristas and shift supervisors without notice to the Union or an opportunity to bargain. The Employer did not provide the Union with requested information related to the hours change or otherwise respond to the Union's request to bargain over the hours change. The Union seeks immediate 10(j) relief.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Workers United

| | |
|---|---------------------------------|
| 4a. Address (Street and number, city, state, and ZIP code) 22 South 22 nd Street, Philadelphia, PA 19103 | 4b. Tel. No. 646-448-6414 |
| | 4c. Cell No. |
| | 4d. Fax No. 212-575-9065 |
| | 4e. e-mail rminter@pjbwu.org |

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Service Employees International Union

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.



(Signature of representative or person making charge)

Alyssa Garcia, Attorney

(Print/type name and title or office, if any)

Barnard Iglitzin & Lavitt LLP
18 West Mercer St., Ste. 400

Address Seattle, WA 98119

Date 09/01/2022

Tel. No.
(206) 257 6007

Office, if any, Cell No.

Fax No.
206-378-4132e-mail
Garcia@workerlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE | |
|-----------------------------|-------------------------------|
| Case 19-CA-300663 | Date Filed 8/2/2022 |

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

| | | |
|--|---|---|
| a. Name of Employer Starbucks Corporation | | b. Tel. No. (206) 318-2212 |
| | | c. Cell No. |
| | | f. Fax No. |
| d. Address (Street, city, state, and ZIP code) 3625 Broadway Everett, WA 98201 | e. Employer Representative Howard Schultz, CEO | g. e-mail hschultz@starbucks.com |
| | | h. Number of workers employed approx. 29 |
| | | |
| i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop | j. Identify principal product or service Food and Beverage | |

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the past six months, the Employer engaged in unlawful direct dealing and failed to bargain when it announced it would close the store three hours early for the next three weeks without first bargaining with the Union and asked each worker, without a Union representative, whether they consented to the hours change.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Workers United

| | |
|--|---------------------------------|
| 4a. Address (Street and number, city, state, and ZIP code) Workers United 22 South 22 nd St Philadelphia, PA 19103 | 4b. Tel. No. (646) 448-6414 |
| | 4c. Cell No. |
| | 4d. Fax No. (215) 575-9065 |
| | 4e. e-mail rminter@pjbwu.org |

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Service Employees International Union

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.



(signature of representative or person making charge)

Barnard Iglitzin & Lavitt LLP

18 West Mercer St., Ste. 400

Address Seattle, WA 98119

Marina Multhaup, Attorney

(Print/type name and title or office, if any)

Date 08/02/2022

| |
|----------------------------------|
| Tel. No. (206) 257-6001 |
| Office, if any, Cell No. |
| Fax No. (206) 378-4132 |
| e-mail multhaup@workerlaw.com |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

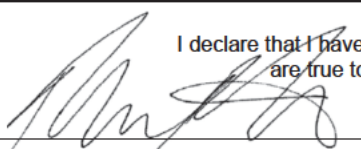
Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE | |
|----------------------------|--------------|
| Case | 19-CA-301179 |
| Date Filed | 8/11/2022 |

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

| 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT | |
|--|---|
| a. Name of Employer Starbucks Corporation | b. Tel. No. (206) 318-2212 |
| | c. Cell No. |
| | f. Fax No. |
| d. Address (Street, city, state, and ZIP code) 2401 Utah Avenue, Suite 800 Seattle, WA 98134 2344 Eastlake Ave E Seattle WA, 98102 | e. Employer Representative Howard Schultz, CEO |
| | g. e-mail hschultz@starbucks.com |
| | h. Number of workers employed 15 |
| i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop | j. Identify principal product or service Food and Beverage |
| The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. | |
| 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the past six months the Employer has interfered with and retaliated against unionized workers by throwing away union pins and materials and instructing workers that they cannot have union materials anywhere in the store, including in break areas, in violation of established past practice, without bargaining with the Union. | |
| 3. Full name of party filing charge (if labor organization, give full name, including local name and number) Workers United | |
| 4a. Address (Street and number, city, state, and ZIP code) Workers United 22 South 22 nd St Philadelphia, PA 19103 | 4b. Tel. No. (646) 448-6414 |
| | 4c. Cell No. |
| | 4d. Fax No. (215) 575-9065 |
| | 4e. e-mail rminter@pjbwu.org |
| 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) Service Employees International Union | |
| 6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.  (signature of representative or person making charge) Barnard Iglitzin & Lavitt LLP 18 West Mercer St., Ste. 400 Address Seattle, WA 98119 | |
| Marina Multhaup, Attorney (Print/type name and title or office, if any) | |
| Tel. No. (206) 257-6001 | |
| Office, if any, Cell No. | |
| Fax No. (206) 378-4132 | |
| e-mail multhaup@workerlaw.com | |
| Date 08/11/2022 | |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENTSolicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its process.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE | |
|----------------------------|-------------------------|
| Case 19-CA-301884 | Date Filed 8/22/2022 |

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

| | | |
|--|---|--|
| a. Name of Employer Starbucks Corporation | | b. Tel. No. (206) 318-2212 |
| | | c. Cell No. |
| | | f. Fax No. |
| d. Address (Street, city, state, and ZIP code) 2401 Utah Avenue, Suite 800 Seattle, WA 98134 | e. Employer Representative Howard Schultz, CEO | g. e-mail hschultz@starbucks.com |
| | | h. Number of workers employed approx. 500 |
| | | |
| i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop | j. Identify principal product or service Food and Beverage | |

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1), (3) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the past six months, the Employer violated the Act when, after announcing the closure of two unionized stores, it threatened to not allow unionized workers to transfer or borrow to other stores until effects bargaining was completed when the status quo had been to allow workers to transfer or borrow to other stores when their store was shut down.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Workers United

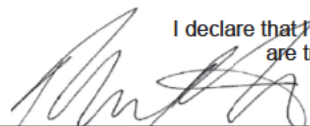
| | |
|--|---------------------------------|
| 4a. Address (Street and number, city, state, and ZIP code) 22 South 22 nd St Philadelphia, PA 19103 | 4b. Tel. No. (646) 448-6414 |
| | 4c. Cell No. |
| | 4d. Fax No. (215) 575-9065 |
| | 4e. e-mail rminter@pjbwu.org |

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Service Employees International Union

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.



(signature of representative or person making charge)

Marina Multhaup, Attorney

(Print/type name and title or office, if any)

Barnard Iglitzin & Lavitt LLP
18 West Mercer St., Ste. 400

Address Seattle, WA 98119

Date 08/22/2022

| |
|----------------------------------|
| Tel. No. (206) 257-6001 |
| Office, if any, Cell No. |
| Fax No. (206) 378-4132 |
| e-mail multhaup@workerlaw.com |

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE | |
|----------------------------|-------------------------|
| Case 19-CA-302067 | Date Filed 8/25/2022 |

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

| | |
|--|---|
| a. Name of Employer Starbucks Corporation | b. Tel. No. (206) 318-2212 |
| | c. Cell No. |
| | f. Fax No. |
| d. Address (Street, city, state, and ZIP code) 2401 Utah Avenue, Suite 800 Seattle, WA 98134 | e. Employer Representative Howard Schultz, CEO |
| g. e-mail hschultz@starbucks.com | |
| h. Number of workers employed Est. 160,000 | |

| | |
|---|---|
| i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop | j. Identify principal product or service Food and Beverage |
|---|---|

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the last six months, the Employer violated the Act by refusing to allow members of the Union's bargaining committee who were unable to participate in bargaining over a temporary store closure in Eugene, Oregon in person to participate virtually through Zoom, notwithstanding the Employer's past practice of permitting such virtual participation.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Workers United

| | |
|--|---------------------------------|
| 4a. Address (Street and number, city, state, and ZIP code) Workers United 22 South 22 nd St Philadelphia, PA 19103 | 4b. Tel. No. (646) 448-6414 |
| | 4c. Cell No. |
| | 4d. Fax No. (215) 575-9065 |
| | 4e. e-mail rminter@pjbwu.org |

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Service Employees International Union

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.



(signature of representative or person making charge)

Marina Multhaup, Attorney

(Print/type name and title or office, if any)

Barnard Iglitzin & Lavitt LLP
18 West Mercer St., Ste. 400

Address Seattle, WA 98119

Date 8/25/2022

| |
|----------------------------------|
| Tel. No. (206) 257-6001 |
| Office, if any, Cell No. |
| Fax No. (206) 378-4132 |
| e-mail multhaup@workerlaw.com |

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

19-CA-303293

Date Filed

9/13/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

| | | |
|---|---|-------------------------------------|
| a. Name of Employer Starbucks Corporation | | b. Tel. No. 206-318-2212 |
| | | c. Cell No. |
| | | f. Fax No. |
| d. Address (Street, city, state, and ZIP code) 12235 N Center Ave, Portland, OR 97217 | e. Employer Representative Howard Schultz, CEO | g. e-mail hschultz@starbucks.com |
| | | h. Number of workers employed 25 |
| | | |
| i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop | j. Identify principal product or service Food and beverage | |

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1), (3) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the past six months, the Employer (1) retaliated against pro-Union employees, (b) (6), (b) (7)(C), (b) (6), (b) (7)(C), and (b) (6), (b) (7)(C) by discriminatorily enforcing and issuing discipline for dress code violations, (2) implemented a new, stringent dress code enforcement system at the Jantzen Beach store and did not notify or bargain with the Union over the change of enforcement, and (3) violated (b) (6), (b) (7)(C) Weingarten rights by denying (b) (6), (b) (7) union representation during an investigatory interview over a dress code violation.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Workers United

| | |
|---|---------------------------------|
| 4a. Address (Street and number, city, state, and ZIP code) 22 South 22 nd Street, Philadelphia, PA 19103 | 4b. Tel. No. 646-448-6414 |
| | 4c. Cell No. |
| | 4d. Fax No. 212-575-9065 |
| | 4e. e-mail rminter@pjbwu.org |

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
Service Employees International Union

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.



(Signature of representative or person making charge)

Alyssa Garcia, Attorney

(Print/type name and title or office, if any)

Barnard Iglitzin & Lavitt LLP
18 West Mercer St., Ste. 400

Address Seattle, WA 98119

Date 09/13/2022

Tel. No.

(206) 257 6007

Office, if any, Cell No.

Fax No.

206-378-4132

e-mail

Garcia@workerlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
22-CA-304521Date Filed
Oct 3, 2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

| | | |
|---|---|---|
| a. Name of Employer Starbucks Corporation | | b. Tel. No. (206) 318-2212 |
| | | c. Cell No. |
| | | f. Fax No. |
| d. Address (Street, city, state, and ZIP code) Specific Store Addresses listed in Attachment B | e. Employer Representative Howard Schultz, CEO | g. e-mail hschultz@starbucks.com |
| | | h. Number of workers employed Approx. 60 |
| | | |
| i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop | j. Identify principal product or service Food and Beverage | |

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

See Attachments A and B.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Workers United

| | |
|--|---------------------------------|
| 4a. Address (Street and number, city, state, and ZIP code) Workers United 22 South 22 nd St Philadelphia, PA 19103 | 4b. Tel. No. (646) 448-6414 |
| | 4c. Cell No. |
| | 4d. Fax No. (215) 575-9065 |
| | 4e. e-mail rminter@pjbwu.org |

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Service Employees International Union

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

(signature of representative or person making charge)

Marina Multhaup, Attorney

(Print/type name and title or office, if any)

Barnard Iglitzin & Lavitt LLP
18 West Mercer St., Ste. 400
Address Seattle, WA 98119

Date 10/03/2022

Tel. No.
(206) 257-6001

Office, if any, Cell No.

Fax No.
(206) 378-4132e-mail
multhaup@workerlaw.comWILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

ATTACHMENT A

Within the past six months, on a nationwide basis, Starbucks Corporation (the “Employer”) has failed and refused to bargain with the Union at stores represented by Workers United, including but not limited to all stores listed in Attachment B, by 1) improperly delaying and/or not acknowledging demands to bargain sent by the Union; 2) not providing a single bargaining date to begin negotiations despite repeated requests 3) improperly delaying the furnishing of information; and/or 4) providing unlawfully limited information without a legitimate basis for objection.

The above unlawful behaviors have made it impossible to begin bargaining a contract at all of the stores listed in Attachment B.

The Union requests 10(j) relief in this charge.

ATTACHMENT B

1. Store #08964 located at 1081 Whitehorse Mercerville Rd, Hamilton Twp, NJ 08610
2. Store #07853 located at 800 A Denow Rd, Pennington, NJ 08534
3. Store #48809 located at 2 Beechwood Rd, Summit, NJ 07901

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

25-CA-304571

Date Filed

10/03/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

| | | |
|---|---|---|
| a. Name of Employer Starbucks Corporation | | b. Tel. No. (206) 318-2212 |
| | | c. Cell No. |
| | | f. Fax. No. |
| d. Address (Street, city, state, and ZIP code) 620 Northwest Hwy, Cary, IL 60013 (Store #29259) | e. Employer Representative Howard Schultz, CEO | g. e-mail hschultz@starbucks.com |
| | | h. Number of workers employed Approx. 20 |
| | | |
| i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop | j. Identify principal product or service Food and Beverage | |

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the past six months, on a nationwide basis, Starbucks Corporation (the "Employer") has failed and refused to bargain with the Union at the store located at 620 Northwest Hwy, Cary, IL 60013 by 1) improperly delaying and/or not acknowledging demands to bargain sent by the Union; 2) not providing a single bargaining date to begin negotiations despite repeated requests 3) improperly delaying the furnishing of information; and/or 4) providing unlawfully limited information without a legitimate basis for objection.

The above unlawful behaviors have made it impossible to begin bargaining a contract at this store.

The Union requests 10(j) relief in this charge.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Workers United

4a. Address (Street and number, city, state, and ZIP code)

Workers United
22 South 22nd St
Philadelphia, PA 19103

4b. Tel. No.
(646) 448-6414

4c. Cell No.

4d. Fax No.
(215) 575-9065

4e. e-mail
rminter@pjbwu.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Service Employees International Union

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.



(signature of representative or person making charge)

Marina Multhaup, Attorney

(Print/type name and title or office, if any)

Barnard Iglitzin & Lavitt LLP
18 West Mercer St., Ste. 400
Address Seattle, WA 98119

Date 10/03/2022

Tel. No.
(206) 257-6001

Office, if any, Cell No.

Fax No.
(206) 378-4132

e-mail
multhaup@workerlaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE | |
|-----------------------------|--------------------------------|
| Case 27-CA-296209 | Date Filed 5/23/2022 |

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

| | | |
|---|---|-------------------------------------|
| a. Name of Employer Starbucks Corporation | | b. Tel. No. 303-575-6753 |
| | | c. Cell No. |
| | | f. Fax. No. |
| d. Address (Street, city, state, and ZIP code) 303 16th Street Ste. 100 Denver, CO 80202 | e. Employer Representative (b) (6), (b) (7)(C) | g. e-mail |
| | | h. Number of workers employed 25 |
| | | |
| i. Type of Establishment (factory, mine, wholesaler, etc.) Restaurant | j. Identify principal product or service Coffee | |

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

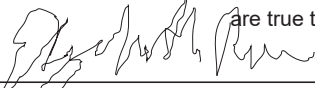
See Attachment.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
Chicago & Midwest Regional Joint Board, Workers United/SEIU

| | |
|---|------------------------------|
| 4a. Address (Street and number, city, state, and ZIP code) 333 Ashland Ave. Chicago, Illinois 60607 | 4b. Tel. No. 312-378-6100 |
| | 4c. Cell No. |
| | 4d. Fax No. |
| | 4e. e-mail |

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
Workers United/SEIU

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

Elizabeth L. Rowe, Attorney

(signature of representative or person making charge)

(Print/type name and title or office, if any)

Dowd, Bloch, Bennett, Cervone, Auerbach & Yokich LLP
Address 8 S. Michigan Ave., 19th Fl., Chicago, IL 60603

Date May 23, 2022

Tel. No.
312-372-1361

Office, if any, Cell No.

Fax No.

e-mail
erowe@laboradvocates.comWILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Attachment to Charge Against Starbucks Corporation

Within the past six months, Starbucks has interfered with, restrained, and coerced its employees in the exercise of Section 7 rights by:

- (1) Disciplining and issuing a final written warning to (b) (6), (b) (7)(C) and denying (b) (6), (b) (7)(C) a transfer to a store closer to (b) (6), (b) (7)(C) home because (b) (6), (b) (7)(C) engaged in protected concerted activities and union activities, in violation of Section 8(a)(3).
- (2) Disciplining and terminating (or constructively terminating) (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) because they engaged in protected concerted activities and union activities, in violation of Section 8(a)(3). The discipline and termination of employees (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) occurred on (b) (6), (b) (7)(C) 2022 (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) depriving the employees of notice and an opportunity to bargain over the discipline upon certification of the Union.
- (3) Implementing new and/or stricter and discriminatory enforcement of workplace policies.
- (4) Surveilling and/or creating the impression that employees' union activities were under surveillance through increased and unnecessary review of security camera footage of employees.

The Union seeks injunctive relief under Section 10(j) of the Act to prevent irreparable destruction of employee rights by Starbucks' illegal activity, which is increasing in aggression and severity daily.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE | |
|-----------------------------|--------------------------------|
| Case 27-CA-297804 | Date Filed 6/17/2022 |

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

| | | |
|--|---|-------------------------------------|
| a. Name of Employer Starbucks Corporation | | b. Tel. No. 303-575-6753 |
| | | c. Cell No. |
| | | f. Fax. No. |
| d. Address (Street, city, state, and ZIP code) 303 16th St., Ste. 100 Denver, CO 80202 | e. Employer Representative (b) (6), (b) (7)(C) | g. e-mail |
| | | h. Number of workers employed 25 |
| i. Type of Establishment (factory, mine, wholesaler, etc.) Restaurant | j. Identify principal product or service Coffee | |

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the past six months, Starbucks has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by unlawfully by: (1) terminating employee (b) (6), (b) (7)(C) because (b) (6), (b) (7)(C) engaged in protected concerted and union activities; (2) more strictly and discriminately enforcing workplace attendance rules against (b) (6), (b) (7)(C) because (b) (6), (b) (7)(C) engaged in protected concerted and union activities; and (3) depriving (b) (6), (b) (7)(C) and the Union of notice, representation, and an opportunity to bargain over (b) (6), (b) (7)(C) discipline following certification of the Union. The Union seeks injunctive relief under Section 10(j) of the Act to prevent irreparable destruction of employee rights by Starbucks' illegal activity, which is increasing in aggression and severity daily.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
Chicago & Midwest Regional Joint Board, Workers United/SEIU

| | |
|---|------------------------------|
| 4a. Address (Street and number, city, state, and ZIP code) 333 Ashland Ave. Chicago, Illinois 60607 | 4b. Tel. No. 312-378-6100 |
| | 4c. Cell No. |
| | 4d. Fax No. |
| | 4e. e-mail |

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
Workers United/SEIU

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

Elizabeth L. Rowe, Attorney

(signature of representative or person making charge)

(Print/type name and title or office, if any)

Dowd, Bloch, Bennett, Cervone, Auerbach & Yokich LLP

Address 8 S. Michigan Ave., 19th Fl., Chicago, IL 60603

Date June 17, 2022

Tel. No.
312-372-1361

Office, if any, Cell No.

Fax No.

e-mail
erowe@laboradvocates.comWILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
FIRST AMENDED CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE | |
|----------------------------|-------------------------|
| Case 27-CA-297804 | Date Filed 8/30/2022 |

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

| | | |
|--|---|--|
| a. Name of Employer Starbucks Corporation | | b. Tel. No. 303-575-6753 |
| | | c. Cell No. |
| | | f. Fax. No. |
| d. Address (Street, city, state, and ZIP code) 303 16th St., Ste. 100 Denver, CO 80202 | e. Employer Representative (b) (6), (b) (7)(C) | g. e-mail |
| | | h. Number of workers employed 25 |
| | | i. Type of Establishment (factory, mine, wholesaler, etc.) Restaurant |
| j. Identify principal product or service Coffee | | |

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the past six months, Starbucks has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by: (1) terminating employee (b) (6), (b) (7)(C) because (b) (6) engaged in protected concerted and union activity; (2) more strictly and discriminatingly enforcing workplace rules against (b) (6), (b) (7)(C) because (b) (6) engaged in protected concerted and union activity; and (3) holding level-setting meetings with employees in response to employees' union and concerted activities. The Union seeks injunctive relief under Section 10(j) of the Act to prevent irreparable destruction of employee rights and by Starbucks' illegal activity, which is increasing in aggression and severity daily.

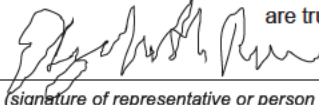
3. Full name of party filing charge (if labor organization, give full name, including local name and number)
Chicago & Midwest Regional Joint Board, Workers United/SEIU

| | |
|---|------------------------------|
| 4a. Address (Street and number, city, state, and ZIP code) 333 Ashland Ave. Chicago, Illinois 60607 | 4b. Tel. No. 312-378-6100 |
| | 4c. Cell No. |
| | 4d. Fax No. |
| | 4e. e-mail |

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
Workers United/SEIU

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.



(signature of representative or person making charge)

Elizabeth L. Rowe, Attorney

(Print/type name and title or office, if any)

Tel. No.
312-372-1361Office, if any, Cell No.
312-801-8833

Fax No.

e-mail
erowe@laboradvocates.comDowd, Bloch, Bennett, Cervone, Auerbach & Yokich LLP
Address 8 S. Michigan Ave., 19th Fl., Chicago, IL 60603

Date August 30, 2022

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE | |
|----------------------------|------------|
| Case | Date Filed |
| 27-CA-298005 | 6/22/2022 |

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

| | | |
|---|---|-------------------------------------|
| a. Name of Employer Starbucks Corporation | | b. Tel. No. 801-359-8132 |
| | | c. Cell No. |
| | | f. Fax. No. |
| d. Address (Street, city, state, and ZIP code) 421 E 400 St. Salt Lake City, UT 84111 | e. Employer Representative (b) (6), (b) (7)(C) | g. e-mail |
| | | h. Number of workers employed 25 |
| | | |
| i. Type of Establishment (factory, mine, wholesaler, etc.) Restaurant | j. Identify principal product or service Coffee | |

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the past six months, Starbucks has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by unlawfully by implementing a stricter dress code policy following the employees' vote in favor of representation by the Union and by disciplining or threatening discipline of employees under the stricter policy. By unilaterally implementing the new dress code policy, Starbucks has also violated Section 8(a)(5) without giving notice or an opportunity to the Union to bargain over the matter.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
Chicago & Midwest Regional Joint Board, Workers United/SEIU

| | |
|---|------------------------------|
| 4a. Address (Street and number, city, state, and ZIP code) 333 Ashland Ave. Chicago, Illinois 60607 | 4b. Tel. No. 312-378-6100 |
| | 4c. Cell No. |
| | 4d. Fax No. |
| | 4e. e-mail |

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
Workers United/SEIU

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.



(signature of representative or person making charge)

Elizabeth L. Rowe, Attorney

(Print/type name and title or office, if any)

Dowd, Bloch, Bennett, Cervone, Auerbach & Yokich LLP

Address 8 S. Michigan Ave., 19th Fl., Chicago, IL 60603

Date June 22, 2022

Tel. No.
312-372-1361Office, if any, Cell No.
301-801-8833

Fax No.

e-mail
erowe@laboradvocates.com**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

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FIRST AMENDED CHARGE AGAINST EMPLOYER**DO NOT WRITE IN THIS SPACE**

Case

27-CA-298005

Date Filed

6/22/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

| | | |
|--|---|--|
| a. Name of Employer Starbucks Corporation | | b. Tel. No. 801-359-8132 |
| | | c. Cell No. |
| | | f. Fax. No. |
| d. Address (Street, city, state, and ZIP code) 421 E. 400 St. Salt Lake City, UT 84111 | e. Employer Representative (b) (6), (b) (7)(C) | g. e-mail |
| | | h. Number of workers employed 25 |
| | | i. Type of Establishment (factory, mine, wholesaler, etc.) Restaurant |
| j. Identify principal product or service Coffee | | |

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the past six months, Starbucks has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by (1) implementing a stricter dress code policy that unlawfully prohibits employees from engaging in speech protected by Section 7 of the Act and in order to discourage employees from engaging in Union and/or protected concerted activity and (2) by threatening employees with discipline in retaliation for their Union and/or protected concerted activity.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
Chicago & Midwest Regional Joint Board, Workers United/SEIU

| | |
|---|------------------------------|
| 4a. Address (Street and number, city, state, and ZIP code) 333 Ashland Ave. Chicago, Illinois 60607 | 4b. Tel. No. 312-378-6100 |
| | 4c. Cell No. |
| | 4d. Fax No. |
| | 4e. e-mail |

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
Workers United/SEIU**6. DECLARATION**

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

Elizabeth L. Rowe, Attorney

(signature of representative or person making charge)

(Print/type name and title or office, if any)

Dowd, Bloch, Bennett, Cervone, Auerbach & Yokich LLP

Address 8 S. Michigan Ave., 19th Fl., Chicago, IL 60603

Date June 22, 2022

Tel. No.
312-372-1361Office, if any, Cell No.
301-801-8833

Fax No.

e-mail
erowe@laboradvocates.com**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE | |
|----------------------------|------------|
| Case | Date Filed |
| 27-CA-298017 | 6/22/2022 |

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

| | | |
|--|--|------------------------------------|
| a. Name of Employer Starbucks Corporation | | b. Tel. No. 303-388-8367 |
| | | c. Cell No. |
| | | f. Fax. No. |
| d. Address (Street, city, state, and ZIP code) 5835 Leetsdale Dr. Denver, CO 80224 | e. Employer Representative J. Joseph, Store Manager | g. e-mail |
| | | h. Number of workers employed 2 |
| i. Type of Establishment (factory, mine, wholesaler, etc.) Restaurant | j. Identify principal product or service Coffee | |

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3), (4), (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the past six months, Starbucks has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by (1) implementing new and stricter policies following the employees' vote in favor of representation by the Union and without giving notice or an opportunity to the Union to bargain over the matters; (2) increasing management presence at the store and interrogating employees about Starbucks' policies to create an environment of fear and intimidation to interfere with and discourage employees from engaging in protected concerted activities; and (3) by terminating employee (b) (6), (b) (7)(C) because (b) (6) engaged in protected concerted activity and union activities and because (b) (6) provided testimony to the Board against Starbucks. The Union seeks injunctive relief under Section 10(j) of the Act to prevent irreparable destruction of employee rights by Starbucks' illegal activity.

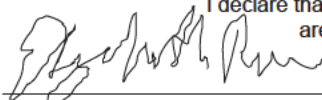
3. Full name of party filing charge (if labor organization, give full name, including local name and number)
Chicago & Midwest Regional Joint Board, Workers United/SEIU

| | |
|---|------------------------------|
| 4a. Address (Street and number, city, state, and ZIP code) 333 Ashland Ave. Chicago, Illinois 60607 | 4b. Tel. No. 312-378-6100 |
| | 4c. Cell No. |
| | 4d. Fax No. |
| | 4e. e-mail |

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
Workers United/SEIU

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.



(signature of representative or person making charge)

Elizabeth L. Rowe, Attorney

(Print/type name and title or office, if any)

Tel. No.
312-372-1361Office, if any, Cell No.
301-801-8833

Fax No.

e-mail
erowe@laboradvocates.comDowd, Bloch, Bennett, Cervone, Auerbach & Yokich LLP
Address 8 S. Michigan Ave., 19th Fl., Chicago, IL 60603

Date June 22, 2022

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

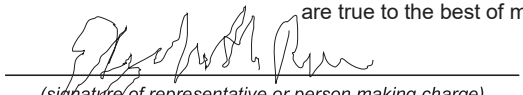
Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE | |
|----------------------------|------------|
| Case | Date Filed |
| 27-CA-298042 | 6/21/2022 |

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

| 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT | |
|--|---|
| a. Name of Employer Starbucks Corporation | b. Tel. No. 801-943-4724 |
| | c. Cell No. |
| | f. Fax. No. |
| d. Address (Street, city, state, and ZIP code) 7025 S. Highland Dr. Cottonwood Heights, Utah 84121 | e. Employer Representative (b) (6), (b) (7)(C) |
| | g. e-mail |
| | h. Number of workers employed 20 |
| i. Type of Establishment (factory, mine, wholesaler, etc.) Restaurant | j. Identify principal product or service Coffee |
| The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. | |
| 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the past six months, Starbucks has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by unlawfully by implementing a stricter dress code policy following the employees' vote in favor of representation by the Union. By unilaterally implementing the new dress code policy, Starbucks has also violated Section 8(a)(5) without giving notice or an opportunity to the Union to bargain over the matter. | |
| 3. Full name of party filing charge (if labor organization, give full name, including local name and number) Chicago & Midwest Regional Joint Board, Workers United/SEIU | |
| 4a. Address (Street and number, city, state, and ZIP code) 333 Ashland Ave. Chicago, Illinois 60607 | 4b. Tel. No. 312-378-6100 |
| | 4c. Cell No. |
| | 4d. Fax No. |
| | 4e. e-mail |
| 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) Workers United/SEIU | |
| 6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.  (signature of representative or person making charge) Elizabeth L. Rowe, Attorney (Print/type name and title or office, if any) Dowd, Bloch, Bennett, Cervone, Auerbach & Yokich LLP Address 8 S. Michigan Ave., 19th Fl., Chicago, IL 60603 Date June 21, 2022 | |
| Tel. No. 312-372-1361 | |
| Office, if any, Cell No. 312-801-8833 | |
| Fax No. | |
| e-mail erowe@laboradvocates.com | |

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE | |
|----------------------------|-----------------------------|
| Case 28-CA-297559 | Date Filed June 13, 2022 |

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

| | | |
|---|--|--|
| a. Name of Employer Starbucks Corporation | | b. Tel. No. (623) 872-1658 |
| | | c. Cell No. |
| | | f. Fax No. |
| d. Address (Street, city, state, and ZIP code) 10585 W Indian School Road Phoenix, AZ 85392 | e. Employer Representative (b) (6), (b) (7)(C) | g. e-mail (b) (6), (b) (7)(C)@starbucks.com |
| | | h. Number of workers employed 20+ |
| | | |
| i. Type of Establishment (factory, mine, wholesaler, etc.) Retails store | j. Identify principal product or service Coffee | |

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the past six months, the Employer, by its officers and agents, has discriminated against employee (b) (6), (b) (7)(C) because of (b) (6), membership and activities in support of Workers United, a labor organization, by excessively disciplining and discharging (b) (6), (b) (7)(C) or alleged incorrect (b) (6), (b) (7)(C).

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
Workers United

| | |
|---|---------------------------------|
| 4a. Address (Street and number, city, state, and ZIP code) 22 South 22nd Street, Philadelphia PA 19104 | 4b. Tel. No. 646 448 6414 |
| | 4c. Cell No. |
| | 4d. Fax No. |
| | 4e. e-mail rminter@pjbwu.org |

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
SEIU

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.



(signature of representative of person making charge)

Robert S. Giolito, Attorney

(Print/type name and title or office, if any)

Address 1626 Montana Av, Ste 201, Santa Monica CA 90403

Date 6/13/2022

Tel. No.

Office, if any, Cell No.
310 897 1082

Fax No.

e-mail
rgiolito@giolitolaw.comWILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

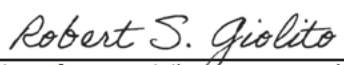
UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
AMENDED CHARGE AGAINST EMPLOYER

INSTRUCTIONS:

| DO NOT WRITE IN THIS SPACE | |
|-----------------------------------|----------------|
| Case | Date Filed |
| 28-CA-297559 | August 2, 2022 |

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

| | | | |
|---|--|---|--|
| a. Name of Employer Starbucks Corporation | | b. Tel. No. (623) 872-1658 | |
| d. Address (Street, city, state, and ZIP code) 10585 W Indian School Road Phoenix, AZ 85392 | | c. Cell No. | |
| | | e. Employer Representative (b) (6), (b) (7)(C) | |
| | | f. Fax No. | |
| g. e-mail (b) (6), (b) (7)(C)@starbucks.com | | h. Number of Workers Employed 20+ | |
| | | i. Type of Establishment (factory, mine, wholesaler, etc.) Retail Store | |
| j. Identify Principal Product or Service Coffee | | 1. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1), (3), and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. | |
| 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the past six months, the Employer, by its officers and agents, has discriminated against its employee (b) (6), (b) (7)(C) by discharging (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) union activities, and/or to discourage such activities. Within the past six months, the Employer, by its officers and agents, failed to afford the Union notice and an opportunity to bargain concerning (b) (6), (b) (7)(C) discharge. By the above, and other acts, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act. | | | |
| 3. Full name of party filing charge (if labor organization, give full name, including local name and number) Workers United | | | |
| 4a. Address (Street and number, city, state, and ZIP code) 22 South 22nd Street Philadelphia, PA 19103 | | 4b. Tel. No. (646)448-6414 | |
| 4c. Cell No. | | 4d. Fax No. | |
| | | 4e. e-mail rminter@pjbwu.org | |
| | | 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) SEIU | |
| 6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. <div style="display: flex; justify-content: space-between;"> <div style="width: 45%;">  (signature of representative or person making charge) </div> <div style="width: 45%;"> Robert S. Giolito, Attorney (Print/type name and title or office, if any) </div> </div> | | Tel. No. | |
| Address: 1626 Montana Ave., Ste 201 Santa Monica, CA 90403 | | Office, if any, Cell No. (310)897-1082 | |
| | | Date: 8/2/2022 | |
| e-mail rgolito@giolitolaw.com | | Fax No. | |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE | |
|----------------------------|-------------------------------|
| Case 28-CA-302232 | Date Filed August 25, 2022 |

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

| | | |
|--|--|--|
| a. Name of Employer Starbucks Corporation | | b. Tel. No. 480-340-1926 |
| | | c. Cell No. |
| | | f. Fax No. |
| d. Address (Street, city, state, and ZIP code) 1222 S. Crismon Road, Mesa, AZ 85209 | e. Employer Representative (b) (6), (b) (7)(C) | g. e-mail (b) (6), (b) (7)(C)@starbucks.com |
| | | h. Number of workers employed 20+ |
| | | |
| i. Type of Establishment (factory, mine, wholesaler, etc.) Retail store | j. Identify principal product or service Coffee | |

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the past six months, the Employer, by its officers and agents, has discriminated against employee (b) (6), (b) (7)(C) by disciplining (b) (6) because of (b) (6) support for Workers United, a labor organization, and has failed and refused to bargain with Workers United, the certified representative of the Employer's employees, by unilaterally changing and imposing more severe discipline regarding its call-out practices, and by disciplining employees for conduct that allegedly violated the practices without giving prior notice to the Union and without affording the Union an opportunity to bargain with respect to the practices and/or the effects of the practice.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
Workers United

| | |
|---|---------------------------------|
| 4a. Address (Street and number, city, state, and ZIP code) 22 South 22nd St, Philadelphia PA 16103 | 4b. Tel. No. 646 448 6414 |
| | 4c. Cell No. |
| | 4d. Fax No. |
| | 4e. e-mail rminter@pjbwu.org |

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
SEIU**6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.



(signature of representative or person making charge)

Robert S. Giolito, Attorney

(Print/type name and title or office, if any)

Address 1626 Montana Av Ste 201, Santa Monica CA 90403

Date 8/25/2022

Tel. No.

Office, if any, Cell No.
310 897 1082

Fax No.

e-mail
rgiolito@giolitolaw.com**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**


Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

| DO NOT WRITE IN THIS SPACE | |
|----------------------------|------------|
| Case | Date Filed |
| 29-CA-302964 | 9/8/2022 |

| 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT | | | |
|--|--|---|--|
| a. Name of Employer Starbucks Corporation | | b. Tel. No. 206-318-2212 | |
| | | c. Cell No. | |
| d. Address (Street, city, state, and ZIP code) 22-28 31st Street, Queens, NY 11105 | | e. Employer Representative Howard Schultz, President & CEO hschultz@starbucks.com | |
| | | f. Fax No. | |
| | | g. e-mail See at left | |
| | | h. Number of Workers Employed 25 | |
| i. Type of Establishment (factory, mine, wholesaler, etc.) Coffee Shop | | j. Identify Principal Product or Service Food and beverage retail | |
| <p>1. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.</p> <p>2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)</p> <p>See attached.</p> | | | |
| 3. Full name of party filing charge (if labor organization, give full name, including local name and number) Workers United | | | |
| 4a. Address (Street and number, city, state, and ZIP code) 22 South 22nd Street, Level M Philadelphia, PA 19103 | | 4b. Tel. No. 267-709-4037 | |
| | | 4c. Cell No. | |
| | | 4d. Fax No. | |
| | | 4e. e-mail richard.minter@workers-united.org | |
| 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) Workers United, a/w SEIU | | | |
| 6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. | | Tel. No. 212-356-0257 | |
|  | | Office, if any, Cell No. 630-229-2112 | |
| (signature of representative or person making charge) | | Fax No. | |
| Address: Cohen, Weiss and Simon LLP 900 Third Ave. Suite 2100 New York, NY, 10022 | | e-mail mhahn@cwsny.com | |
| | | Date: 9/8/2022 | |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

ATTACHMENT

Section 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

1. On or about (b) (6), (b) (7)(C) 2022, the above-named Employer failed and refused to bargain in good faith with the Union by discharging employee (b) (6), (b) (7)(C) without providing the Union notice or an opportunity to bargain over the decision to discipline (b) (6), (b) (7)(C) for the extent of the discipline.
2. Since on or about (b) (6), (b) (7)(C) 2022, the above-named Employer has failed and refused to bargain with the Union at its request over the discipline issued to (b) (6), (b) (7)(C) and the extent and effects of the discipline.
3. Within the past six months, the above-named Employer has failed and refused to provide relevant information requested by the Union on (b) (6), (b) (7)(C) 2022, and again on (b) (6), (b) (7)(C) 2022, regarding the discharge of employee (b) (6), (b) (7)(C) (b) (6), (b) (7)(C).

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

INSTRUCTIONS: File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

| DO NOT WRITE IN THIS SPACE | |
|----------------------------|------------|
| Case | Date Filed |
| 31-CA-280503 | 7/23/2021 |

| 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT | | |
|---|--|---|
| a. Name of Employer Starbucks Corporation d/b/a Starbucks Coffee Company | | b. Tel. No. c. Cell No. |
| d. Address (street, city, state ZIP code) 300 N San Fernando Blvd Burbank, CA 91502 | e. Employer Representative (b) (6), (b) (7)(C) | f. Fax No. g. e-Mail h. Dispute Location (City and State) Burbank, CA |
| i. Type of Establishment (factory, nursing home, hotel) Cafe | j. Principal Product or Service Coffee and specialty drinks | k. Number of workers at dispute location About 25 |
| l. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. | | |
| 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) On or about July 14, 2021, the Employer, through (b) (6), (b) (7)(C), interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by telling employees that they could not discuss wages with each other. | | |
| 3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C) | | |
| 4a. Address (street and number, city, state, and ZIP code) (b) (6), (b) (7)(C) | | 4b. Tel. No. (b) (6), (b) (7)(C) 4c. Cell No. 4d. Fax No. 4e. e-Mail (b) (6), (b) (7)(C) |
| 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) | | |
| 6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. (b) (6), (b) (7)(C) | | Tel. No. (b) (6), (b) (7)(C) Office, if any, Cell No. |
| By: (b) (6), (b) (7)(C) | (b) (6), (b) (7)(C) | Fax No. |
| (sig) | Print Name and Title | e-Mail |
| Address: (b) (6), (b) (7)(C) | Date: 7/23/21 | (b) (6), (b) (7)(C) |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE | |
|-----------------------------|---------------------------------|
| Case 32-CA-300388 | Date Filed 07-26-2022 |

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

| | | |
|---|--|--|
| a. Name of Employer Starbucks Corporation | | b. Tel. No. 831 464 8091 |
| | | c. Cell No. |
| | | f. Fax No. |
| d. Address (Street, city, state, and ZIP code) 1955 41st Av, Capitola CA 95010 | e. Employer Representative (b) (6), (b) (7)(C) | g. e-mail (b) (6), (b) (7)(C)@starbucks.com |
| | | h. Number of workers employed 20+ |
| | | |
| i. Type of Establishment (factory, mine, wholesaler, etc.) Retail store | j. Identify principal product or service Coffee | |

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the past six months, the Employer, by its officers and agents, has failed and refused to bargain in good faith with Workers United, the certified representative of the Employer's bargaining unit employees, by unilaterally announcing changes in new store hours and employee shift times.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
Workers United

| | |
|---|---------------------------------|
| 4a. Address (Street and number, city, state, and ZIP code) 22 South 22nd St, Philadelphia PA 16103 | 4b. Tel. No. 646 448 6414 |
| | 4c. Cell No. |
| | 4d. Fax No. |
| | 4e. e-mail rminter@pjbwu.org |

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
SEIU

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.



(signature of representative or person making charge)

Robert S. Giolito, Attorney

(Print/type name and title or office, if any)

Address 1626 Montana Av Ste 201, Santa Monica CA 90403

Date 7/26/2022

Tel. No.

Office, if any, Cell No.
310 897 1082

Fax No.

e-mail
rgiolito@giolitolaw.comWILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

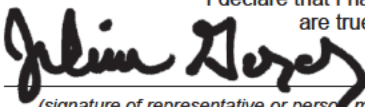
Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE | |
|-----------------------------|---------------------------------|
| Case 32-CA-301553 | Date Filed 08-16-2022 |

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

| | | | |
|--|--|--|--|
| 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT | | | |
| a. Name of Employer Starbucks Corporation | | b. Tel. No. (831) 247-2360 | |
| | | c. Cell No. | |
| | | f. Fax No. | |
| d. Address (Street, city, state, and ZIP code) 745 Ocean Street Santa Cruz, CA 95060 | | e. Employer Representative Howard Schultz, CEO | |
| | | g. e-mail hschultz@starbucks.com | |
| | | h. Number of workers employed 20 | |
| i. Type of Establishment (factory, mine, wholesaler, etc.) Retail store | | j. Identify principal product or service Food and beverages | |
| <p>The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsection (1), (3) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.</p> | | | |
| <p>2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the last six months:</p> <ul style="list-style-type: none"> Starbucks has unilaterally changed partners' work hours and has refused to bargain over this change with the union. Starbucks has discriminatorily denied store partners wage and benefit improvements that it has implemented at stores that have not yet formed a union. Starbucks has interfered with partners' right to post and distribute union literature | | | |
| <p>3. Full name of party filing charge (if labor organization, give full name, including local name and number) Workers United</p> | | | |
| 4a. Address (Street and number, city, state, and ZIP code) 22 South 22nd Street Philadelphia, PA 19103 | | 4b. Tel. No. (646) 448-6414 | |
| | | 4c. Cell No. | |
| | | 4d. Fax No. (215) 575-9065 | |
| | | 4e. e-mail rminter@pjbwu.org | |
| <p>5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) Service Employees International Union</p> | | | |
| <p>6. DECLARATION</p> <p>I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.</p> <p> (signature of representative or person making charge)</p> <p>Julian Gonzalez, Attorney (Print/type name and title or office, if any)</p> <p>Barnard Iglitzin & Lavitt LLP 18 West Mercer St., Ste. 400 Address <u>Seattle, WA 98119</u></p> | | <p>Tel. No. (206) 257-6019</p> <p>Office, if any, Cell No.</p> <p>Fax No. 206-378-4132</p> <p>e-mail Gonzalez@workerlaw.com</p> | |
| <p>Date <u>08/16/2022</u></p> | | | |

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